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ABSTRACT

Salary and related data is reported for 8,216 professional staff members in the 108 university Association of Research Libraries (ARL) member libraries, including law and medical libraries. Data, summarized in 42 tables, includes: filled positions; average, median, and beginning professional salaries; average years of professional experience; beginning professional salaries 1994 and 1995; median professional salaries 1994 and 1995; average professional salaries 1994 and 1995; average, median, and beginning salaries, fiscal years 1992-1995; distribution of professional staff by salary, sex, and position; average years experience, position, sex and salaries of minority librarians; salaries by type of institution, size of professional staff, and region. Categories of salary information by library type include: ARL Non-university libraries (2 tables); ARL University Libraries (21 tables); Canadian ARL University Libraries (4 tables); ARL University Medical Libraries (7 tables); ARL University Law Libraries (7 tables). Copies of the university library and non-university library questionnaires are also provided. (MAS)

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ARL Annual Salary Survey

Association of Research Libraries

ISSN 0361-5669

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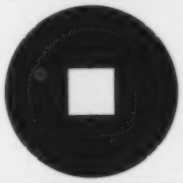

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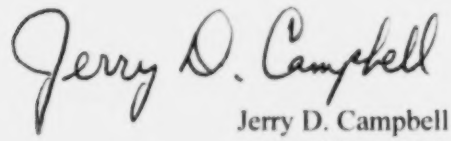
Gordon Fretwell has served as the compiler of the ARL *Annual Salary Survey* since 1979. On behalf of the Association of Research Libraries, we dedicate this, his sixteenth edition of the *Salary Survey*, to Gordon in grateful recognition of his outstanding contribution and commitment to ARL and librarianship.



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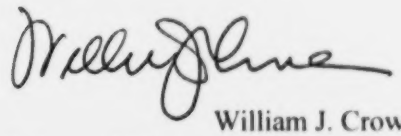

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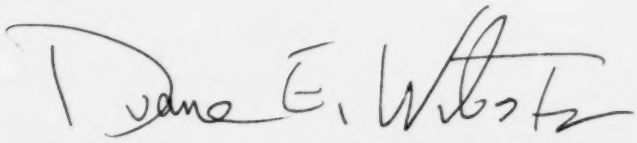

Duane E. Webster
Executive Director, ARL

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Introduction

The 1994 Association of Research Libraries Annual Salary Survey follows the general format and organization of previous years. For the most part, Canadian salaries have been converted into U.S. dollar equivalents at the rate of $1.3381 Canadian dollars per U.S. dollar. Tables 25 through 28 are exceptions because they pertain exclusively to staff in Canadian university libraries, and in these tables all salary data are expressed in Canadian dollars.

Salary and related data were reported for 8,216 professional staff members in the 108 university member libraries, including the law and medical libraries; that is 84 more filled positions than were reported the previous year, an increase of 1.03%. The 841 minority staff reported in 95 U.S. member libraries (including law and medical) this year also represents a 1.3% increase from the 830 included in the 1993 report. Note that the minority data comes only from the U.S. university member libraries; Canadian law prohibits the identification of Canadians by ethnic category. In the tables that follow, the university population is generally treated in three discrete groups -- staff in the "general" library system, and then separately staff in the medical libraries and staff in the law libraries. All branch libraries for which data were received (other than law and medical) are included in the "general" category whether administratively independent or not. Historically, only law libraries and medical libraries (the latter limited to human medicine, and excluding dental and public health libraries) have been disaggregated in this Survey.

Figure 1

ETHNIC AND GENDER DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES

United States

	Male	Percent	Female	Percent	Total
Main	2,315	37.30%	3,892	62.70%	6,207
Medical	142	23.00%	476	77.00%	618
Law	186	31.70%	400	68.30%	586
All	2,643	35.70%	4,768	64.30%	7,411
Minority[1]	239	28.40%	602	71.60%	841
Non-minority	2,404	36.60%	4,166	63.40%	6,570
All	2,643	35.70%	4,768	64.30%	7,411

Canada

	Male	Percent	Female	Percent	Total
Main	247	34.60%	466	65.40%	713
Medical	10	15.40%	55	84.60%	65
Law	15	40.50%	22	59.50%	37
All	272	33.40%	543	66.60%	815

United States and Canada (Combined)

	Male	Percent	Female	Percent	Total
Main	2,562	37.00%	4,358	63.00%	6,920
Medical	152	22.30%	531	77.70%	683
Law	201	32.30%	422	67.70%	623
All	2,915	35.40%	5,311	64.60%	8,226

[1] Includes staff in law and medical libraries

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Overall, minority staff make up 11.3% of the professional staff in U.S. ARL member university libraries (including law and medical). Women comprise 71.6% of staff in these four ethnic groups, as compared to 63.4% for Caucasian majority women in all ARL U.S. university libraries. The overall gender balance in 108 Canadian and U.S. member university libraries (including law and medical) is 35.4% male and 64.6% female. See figure 2, below, for more detail on ethnic distribution.

Evidence of gender based salary differentials, or the lack thereof, continues to be high on the agenda for many readers of this survey. Salary comparison for directors is one that is frequently requested, and this year the average salary in academic libraries for male directors was 3.3% higher than the average for female directors. This particular comparison continues to be problematic: the calculation of average salary for women directors is not as precise as the average of men directors due to reporting anomalies in several cases. As Table 15 demonstrates, average salaries of men usually surpass those of women in the same position. In only ten positions (of the twenty-seven used in the Tables) do average salaries of women exceed those of men. Moreover, the overall average for all positions shows that the average salary for all men is almost 8.3% higher than the average salary for all women. Table 17 provides average years professional experience data for many of the same staffing categories for which salary data is shown in Table 15. An inspection of data in Table 17 reveals the experience differentials between men and women cannot account for all of the salary differentials evident in Table 15. Table 19 further reveals that the average salary for men is consistently higher than the average salary for women in every one of the experience cohorts. With a single exception, this pattern is also repeated for minority librarians (see Table 20).

Figure 2

MINORITY PROFESSIONALS BY REGION (U.S.)

	New Engl.	Middle Atl.	E North Central	W North Central	South Atl.	East S Central	West S Central	Mountain	Pacific	TOTAL	%
Category											
Black	19	50	53	17	80	13	12	7	23	274	32.60%
Hispanic	23	16	12	5	29	0	20	17	24	146	17.40%
Asian	25	78	71	17	49	6	18	19	125	408	48.50%
AI/NA[2]	5	1	2	0	0	0	0	3	2	13	1.50%
Minority Total	72	145	138	39	158	19	50	46	174	841	
Minority Percent	8.60%	17.20%	16.40%	4.60%	18.80%	2.30%	5.90%	5.50%	20.70%	11.30%	
Non-Minority Total	818	1,066	1,154	482	1,033	299	451	426	841	6,570	
Non-Minority Percent	12.50%	16.20%	17.60%	7.30%	15.70%	4.60%	6.90%	6.50%	12.80%	88.70%	
Proportional Minority Representation	-31.20%	6.30%	-6.60%	-36.80%	19.50%	-50.40%	-13.40%	-15.60%	61.60%		

Minority professional staff (as defined by OEO regulations) continue to be disproportionately distributed across the country. In figure 2, above, one can compare the number of minority staff with other staff region by region. These patterns of distribution are relatively stable, and have been for the entire history of ARL data collection experience.

Salaries in private U.S. university libraries continue to exceed those paid in the publicly supported U.S. libraries. In FY95 the differential is $2,136, or 4.9% more for the average position in a

[2] American Indian/Native Alaskan

private institution. Only in the case of heads of acquisitions, documents/maps and circulation, do average administrative and management salaries in the public sector exceed those paid for similar positions in the private university libraries. Size of the library as measured by the number of professional staff is also a significant determinant of salary. As a rule, the largest libraries pay the highest average salaries, not only overall, but for specific positions as well. There are a few exceptions, however. In five cases the second largest group of libraries (75-124 professionals) pay the highest average salaries in specific job categories. In another ten cases the lowest average salaries are paid by the second smallest libraries (50-74 professionals) rather than the smallest. These exceptions account for less than 14% of the cases where comparisons can be made. Average salaries for all staff in a size cohort increase by $3,417, $2,966 and $1,532 respectively as one proceeds from university libraries with the smallest staff to university libraries with the largest staff. These aggregated differentials account for a 20% disparity between the smallest and largest libraries.

Tables 3 and 12 reveal changes in beginning professional and median salaries as well as changes in the Bureau of Labor's Cost of Living Index (CPI-U) for non-university and university member libraries. Table 12 includes law and medical library staff in order to maintain continuity for the ten year span of time which the tabular data covers. Table 3 reveals that the purchasing power of non-university staff at the median is slightly reduced (3/4 of 1%) from what it was ten years prior, while the typical beginning professional salary has gained 18.1% in purchasing power during the same decade. This trend inevitably results in salary compression problems that adversely impact the mid-career and senior staff. University library salaries have generally made more progress than salaries in the non-university libraries. The current purchasing power of staff at the median has increased 10.2% and the median beginning professional salary has gained even more -- it is 10.4% when compared to FY94 salary levels.

Figure 3

AVERAGE SALARIES AND AVERAGE YEARS OF EXPERIENCE OF LIBRARY PROFESSIONALS IN LIBRARIES WITH THREE, FOUR, AND FIVE STEP RANK STRUCTURES

	Three-Step		Four-Step		Five-Step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	$33,189	9.5 years	$30,903	5.7 years	$33,846	7.3 years
Librarian 2	41,470	15.2 years	36,331	12.2 years	35,638	10.3 years
Librarian 3	52,210	20.5 years	43,216	18 years	41,070	14.9 years
Librarian 4			54,869	23.1 years	51,320	18.3 years
Librarian 5					53,549	20.7 years
Overall Avg.	$43,354	15.8 year	$41,573	15.5 years	$43,685	15.0 years
No. of Staff	1,385		3,071		1,005	

Readers who would use the data presented here, are reminded that these data reflect only salaries, and their are other compensation issues which may have influenced the pattern of salaries in any particular institution. In addition, a highly standardized structure for capturing data has been used which may portray results in a way that is not representative of the local situation. Despite these qualifications, this Survey still remains the most comprehensive and thorough guide to current salaries large Canadian and American academic research libraries.

One final note -- after fifteen years of involvement in this publication, this is the last Survey I expect to compile for the Association. The experience has been very fulfilling, and I am grateful for having had the opportunity to do this important work. Responsibility for this publication now falls to

Martha Kyrillidou, Program Officer for Statistics and Measurement for the Association. I want to publicly thank the former program contacts at the Association who helped me through thick and thin--Carol Mandel, Nicola Daval and Sarah Pritchard. Without their constant help, attention to detail and support the annual publications would have been much less useful. I also want to thank my colleague and good friend from the Alderman Library at the University of Virginia, Kendon Stubbs, for his perceptive insights and helpful encouragement over the past sixteen years. Finally, I want to acknowledge the support and assistance of my wife, Fay Zipokowitz, who helped me understand the underlying dynamics of the data, and who endured many holiday evenings by herself as I struggled to meet a publication deadline.

Gordon Fretwell
University of Massachusetts
January 9, 1995

TABLE 1: DISTRIBUTION BY SALARY LEVEL

Figures in columns headed by fiscal year show the number of filled professional positions in each salary range. Columns headed by % show the percentage of all filled positions with salaries equal to or more than the beginning of each salary range, for example, in fiscal 1995, 60% of the librarians in ARL university libraries earned more than $38,000, as did 81% of non-university librarians.

	University Librarians				Non-University Librarians			
Salary Range	FY 1994	cum. %	FY 1995	cum. %	FY 1994	cum. %	FY 1995	cum. %
200,000 - 250,000								
175,000 - 200,000	1		2					
150,000 - 174,999	4		4					
140,000 - 149,999	3		9					
130,000 - 139,999	12		9					
120,000 - 129,999	7		12				5	
110,000 - 119,999	21		19	1	8		33	1
100,000 - 109,999	45		48		60	2	52	2
95,000 - 99,999	28		32	2	39	3	22	3
90,000 - 94,999	26	2	33		18	3	51	4
85,000 - 89,999	40		38	3	60	5	101	7
80,000 - 84,999	50	3	58		87	7	82	9
75,000 - 79,999	74	4	82	4	110	10	106	12
70,000 - 74,999	97	5	109	5	136	13	153	16
65,000 - 69,999	173	7	191	8	168	17	139	19
60,000 - 64,999	236	10	253	11	242	24	223	25
55,000 - 59,999	460	16	452	16	190	28	189	30
50,000 - 54,999	699	24	752	26	420	39	597	46
48,000 - 49,999	293	28	321	30	266	46	164	50
46,000 - 47,999	443	33	410	34	159	50	227	56
44,000 - 45,999	360	38	435	40	262	57	254	62
42,000 - 43,999	511	44	550	46	272	64	328	71
40,000 - 41,999	546	51	594	54	342	72	135	75
38,000 - 39,999	571	58	547	60	173	77	232	81
36,000 - 37,999	561	65	624	68	244	83	157	85
34,000 - 35,999	602	72	588	75	180	88	133	88
32,000 - 33,999	572	79	560	82	147	91	187	93
30,000 - 31,999	520	86	510	88	112	94	107	96
29,000 - 29,999	227	88	205	91	72	96	48	97
28,000 - 28,999	233	91	209	93	32	97	23	98
27,000 - 27,999	198	94	169	95	58	98.3	39	99
26,000 - 26,999	176	96	160	97	25	99.0	17	99.1
25,000 - 25,999	159	98	115	98.6	9	99.2	5	99.3
24,000 - 24,999	83	98.7	59	99.3	13	99.5	6	99.4
23,000 - 23,999	47	99.3	30	99.7	6	99.7	14	99.8
22,000 - 22,999	23	99.6	12	99.8	8	99.9	1	99.8
21,000 - 21,999	17	99.8	7	99.9			1	99.8
Less than 21,000	14	100.0	8	100.0	5	100.0	6	100.0
Total Positions	8,132		8,216		3,923		3,837	
Median Salary		$40,225		$41,088		$44,949		$47,997

Canadian salaries converted to U.S. dollars

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ARL NON-UNIVERSITY LIBRARIES

Tables 2-3

TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES
IN ARL NON-UNIVERSITY LIBRARIES

Institution	Number of Staff	Median Salaries		Beginning Salaries	
		FY 1994	FY 1995	FY 1994	FY 1995
Boston Public Library	199	$40,491	$41,803	$26,538	$26,936
Canada Institute for Scientific and Technical Information (D)	84	39,928	37,820	29,483	29,483
Center for Research Libraries	26	31,761	33,111	22,400	23,100
Library of Congress*	2,609	49,699	51,801	27,789	N/A
Linda Hall Library	21	36,750	38,225	24,000	25,500
National Agricultural Library	125	44,327	46,202	27,789	28,964
National Library of Canada (D)	212	32,695	33,485	23,822	23,755
National Library of Medicine	172	45,000	47,000	27,800	27,800
New York Public Library*	255	35,582	36,332	26,806	27,825
New York State Library	74	41,763	43,434	26,964	28,043
Smithsonian Library*	60	44,998	46,202	27,789	28,964

* - See Footnotes
D - Canadian salaries expressed in U.S. dollars

TABLE 3: SALARY TRENDS IN ARL NON-UNIVERSITY LIBRARIES

Salary figures for the current year are displayed in the context of the previous ten years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes using July 1994 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS**	Median Salary Index	BPS** Index	Actual CPI	Adjusted CPI
95	11	3,837	$47,997	$27,813	141.7	168.6	148.4	142.8
94	11	4,003	44,949	26,806	132.7	162.5	144.4	139.0
93	11	4,172	43,876	23,500	129.6	142.4	140.2	134.9
92	11	2,906	42,455	23,500	125.4	142.4	136.2	131.1
91	12	1,363	36,013	20,800	106.3	126.1	130.7	125.8
90	11	3,767	40,106	20,195	118.4	122.4	124.0	119.3
89	11	3,781	37,544	19,100	110.9	115.8	118.3	113.9
88	11	3,765	36,250	18,405	107.0	111.5	113.6	109.3
87	10	2,790	33,020	17,912	97.5	108.6	109.6	105.5
86	12	3,874	33,720	17,308	99.6	104.9	107.6	103.6
85	11	3,840	33,863	16,500	100.0	100.0	103.9	100.0

Canadian salaries converted to U.S. dollars.
** Beginning Professional Salary

ARL UNIVERSITY LIBRARIES

Tables 4-24

TABLE 4: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

IN ARL UNIVERSITY LIBRARIES

	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
Institution	FY 1995	FY 1994r	FY 1995	FY 1994r	FY 1995	FY 1994r	FY 1995	FY 1995
Alabama	48	$32,169	$34,028	$28,877	$31,325	$21,500	$23,100	11.0
Alberta (D)	64	43,134	42,531	42,600	41,496	25,179	24,769	17.5
Arizona *	55	36,901	41,144	36,000	41,964	28,000	28,000	13.1
Arizona State	89	36,245	37,905	35,000	36,722	23,000	23,000	15.1
Auburn	49	37,430	39,559	36,180	37,225	28,700	29,560	13.3
Boston University	41	36,568	37,930	35,578	36,194	24,825	25,525	18.1
Brigham Young	93	38,888	40,339	35,934	37,210	24,000	25,000	16.1
British Columbia (D)	75	44,661	45,920	43,492	44,729	25,444	25,698	19.3
Brown *	63	41,056	42,291	38,438	39,625	26,050	26,850	16.5
California, Berkeley *	101	51,018	50,597	50,496	50,496	27,235	28,668	17.1
California, Davis	43	53,928	53,033	50,496	50,496	27,235	28,668	19.7
California Irvine	48	51,239	53,130	53,856	53,856	27,235	28,668	17.9
California, Los Angeles	102	52,826	53,419	53,856	53,856	27,235	28,668	16.5
California, Riverside	33	47,616	48,896	47,124	47,124	27,235	28,668	17.3
California, San Diego	61	50,561	49,570	50,496	47,905	27,235	28,668	16.2
California, Santa Barbara	42	49,523	51,082	50,496	50,496	27,235	28,668	15.6
Case Western	29	33,794	36,228	31,601	33,875	22,820	23,228	13.4
Chicago	73	44,746	45,865	41,627	41,753	28,530	29,400	14.1
Cincinnati *	49	42,167	42,959	43,494	44,693	21,930	22,807	20.3
Colorado	50	35,913	38,551	35,126	37,701	25,500	26,000	14.4
Colorado State	38	39,272	41,572	37,100	40,000	26,000	26,000	19.1
Columbia	102	47,448	49,021	46,145	47,090	30,600	31,500	15.1
Connecticut	49	52,083	52,255	52,119	52,289	29,478	30,362	17.4
Cornell *	126	40,068	42,070	37,135	39,310	25,000	25,750	14.6
Dartmouth	40	45,244	45,541	43,868	43,971	26,000	26,000	14.4
Delaware *	47	41,733	43,033	41,343	42,842	26,165	26,165	11.2
Duke *	76	44,312	44,487	41,800	41,000	27,300	28,100	14.4
Emory *	54	39,134	40,988	37,650	40,040	24,000	25,000	15.0
Florida	76	34,329	35,614	31,827	32,497	24,000	26,000	16.9
Florida State *	42	33,695	35,313	31,311	33,521	22,000	24,000	17.9
Georgetown	35	39,772	41,104	37,691	37,702	29,000	29,000	16.0
Georgia	73	33,854	35,642	32,202	33,912	23,200	24,000	13.3
Georgia Tech	39	35,076	37,319	31,200	34,316	24,000	25,000	14.1
Guelph (D)	27	44,157	43,665	47,093	47,095	24,116	24,116	17.6
Harvard *	318	46,563	48,539	43,253	44,759	29,376	31,400	14.4
Hawaii	69	50,107	50,846	49,296	51,264	33,312	33,312	18.3
Houston *	46	34,761	34,735	32,236	32,809	26,000	26,000	13.0
Howard	41	39,410	40,980	36,777	37,918	26,859	26,859	16.3
Illinois, Chicago	50	39,544	39,792	38,944	37,928	25,500	26,500	13.2
Illinois, Urbana *	120	37,452	40,258	34,627	36,107	25,500	27,000	16.5
Indiana *	97	42,346	43,731	40,576	42,167	26,135	26,919	16.2
Iowa	65	42,123	44,194	41,074	43,268	26,000	26,700	18.2
Iowa State	44	42,652	44,587	40,129	41,571	28,000	28,000	16.0
Johns Hopkins *	49	38,867	41,553	39,155	41,150	24,184	25,151	17.1
Kansas *	68	32,910	34,982	32,508	33,567	22,500	23,500	15.3
Kent State	46	40,510	42,989	36,402	38,604	24,445	27,500	15.2
Kentucky *	63	37,225	38,496	35,371	36,868	25,000	25,500	13.0
Laval (D) *	71	44,195	43,920	43,919	43,919	25,177	25,177	20.1
Louisiana State *	40	35,605	34,965	34,325	33,131	24,000	25,500	14.2
McGill (D)	69	42,979	43,451	41,647	42,551	24,139	24,139	16.1
McMaster (D) *	28	42,565	42,623	41,642	41,812	24,487	24,487	18.8
Manitoba (D)	45	42,062	41,878	42,239	42,208	20,253	20,513	17.8
Maryland	80	39,173	41,350	36,075	38,385	22,177	23,044	17.7
Massachusetts	51	48,985	48,569	50,740	50,740	26,105	28,000	20.1

r - Figures revised from 1993 Survey.

* - See Footnotes.

D - Canadian salaries expressed in U.S. dollars.

Directors are included in figures for filled positions and average experience, but not in either the average or median salary statistics. See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

IN ARL UNIVERSITY LIBRARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 1995	FY 1994r	FY 1995	FY 1994r	FY 1995	FY 1994r	FY 1995	FY 1995
MIT	66	$41,471	$42,018	$38,100	$38,400	$26,000	$26,500	13.8
Miami	44	37,727	38,297	36,800	38,350	24,000	24,500	19.1
Michigan *	97	43,261	44,740	39,622	40,991	27,000	28,000	16.7
Michigan State	63	39,099	40,983	36,200	37,900	25,500	28,500	15.5
Minnesota	97	41,036	42,716	38,525	40,308	23,508	26,000	19.8
Missouri	37	33,831	35,441	31,732	33,529	22,800	23,000	16.8
Nebraska	44	38,336	39,630	35,475	38,454	24,300	25,000	14.1
New Mexico *	38	40,020	43,808	39,386	42,646	29,500	30,000	17.4
New York University	53	47,325	48,699	41,912	43,346	30,000	31,000	13.1
North Carolina	80	36,484	38,664	34,900	37,100	25,000	26,500	15.6
North Carolina State	49	39,845	41,618	39,190	39,993	27,000	27,540	16.0
Northwestern	75	40,895	40,548	37,273	37,757	25,000	26,000	15.0
Notre Dame	37	39,538	40,838	38,300	39,550	29,000	29,000	15.8
Ohio State *	92	38,346	40,488	36,342	38,388	24,504	25,488	16.7
Oklahoma	30	36,105	37,562	34,666	35,629	27,000	27,000	12.7
Oklahoma State *	45	32,075	33,428	28,428	29,352	24,000	25,003	14.0
Oregon	49	38,737	38,195	35,637	35,637	25,000	25,000	13.4
Pennsylvania	73	41,800	42,853	39,025	39,625	27,000	27,000	18.5
Pennsylvania State	97	42,721	43,007	39,600	40,236	28,500	29,500	15.3
Pittsburgh *	63	37,113	37,234	34,368	35,480	25,000	25,000	12.3
Princeton *	127	45,380	46,335	41,850	42,700	30,200	30,200	15.1
Purdue	53	37,425	39,588	37,075	38,275	23,000	23,500	16.0
Queen's (D)	34	37,777	37,839	35,003	36,245	23,126	23,126	15.7
Rice	49	37,508	39,231	36,000	36,289	25,000	28,927	13.1
Rochester	54	33,968	36,627	30,988	33,283	21,000	25,000	17.2
Rutgers *	98	54,261	63,048	54,775	64,389	29,334	32,648	17.3
Saskatchewan (D)	31	41,122	40,797	40,876	41,194	21,625	21,625	17.6
South Carolina	50	34,731	36,949	32,704	35,419	24,000	24,500	14.1
Southern California *	79	46,638	47,296	42,162	43,061	30,300	30,300	17.1
Southern Illinois *	34	40,856	40,170	38,436	38,040	28,000	28,500	17.9
Stanford	109	53,339	54,964	49,471	51,188	33,600	34,600	20.5
SUNY Albany	47	39,316	40,172	38,849	39,615	24,336	25,309	16.6
SUNY Buffalo	72	42,493	43,056	39,408	40,739	24,336	25,309	13.9
SUNY Stony Brook	41	47,354	48,439	46,800	48,189	27,500	28,000	16.6
Syracuse	42	36,489	36,809	35,812	35,536	24,500	26,500	17.0
Temple *	49	39,184	40,560	38,422	39,636	25,000	26,000	16.1
Tennessee	50	39,596	41,785	37,583	40,124	25,000	25,000	15.5
Texas	122	37,369	38,439	35,010	35,500	25,000	25,000	17.9
Texas A&M	58	38,081	40,360	36,392	33,419	22,500	26,000	13.2
Toronto (D)	144	46,824	46,278	49,587	49,392	24,737	23,541	16.4
Tulane *	35	33,645	33,928	32,252	31,966	24,500	25,250	13.3
Utah	51	34,573	35,179	32,450	30,855	23,000	23,000	12.8
Vanderbilt	53	38,042	39,262	36,950	37,800	25,000	26,000	15.1
Virginia	64	38,334	39,950	35,500	36,400	26,000	28,000	17.3
Virginia Tech	44	36,836	35,164	36,500	34,000	24,500	24,500	13.1
Washington	101	39,075	39,673	36,564	36,828	25,000	25,000	17.2
Washington State	43	38,021	38,133	38,124	38,124	23,500	23,500	16.2
Washington University	53	37,126	39,061	35,622	35,864	24,500	25,000	14.3
Waterloo (D)	44	40,824	40,696	40,535	39,908	24,198	24,198	17.2
Wayne State	46	40,550	43,720	36,711	40,530	30,000	31,000	12.8
Western Ontario (D) *	35	41,199	41,158	41,800	42,101	28,167	28,167	18.9
Wisconsin	122	40,157	43,377	38,943	41,927	25,452	26,345	16.3
Yale	119	49,745	50,189	46,345	47,272	30,900	31,500	16.2
York (D)	46	45,889	45,660	49,620	48,910	27,641	27,644	20.5

r - Figures revised from 1993 Survey.

* - See Footnotes.

D - Canadian salaries expressed in U.S. dollars.

Directors are included in figures for filled positions and average experience, but not in either the average or median salary statistics. See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1994

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 30,000 and over	6 - 25,000-25,999
2 - 29,000-29,999	7 - 24,000-24,999
3 - 28,000-28,999	8 - 23,000-23,999
4 - 27,000-27,999	9 - 22,000-22,999
5 - 26,000-26,999	10 - below 22,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Stanford	$33,600	(6)	55	Cornell	$25,000
	2	Hawaii	33,312		55	Kentucky	25,000
	3	Yale	30,900		55	North Carolina	25,000
	4	Columbia	30,600		55	Northwestern	25,000
	5	Southern California	30,300		55	Oregon	25,000
	6	Princeton	30,200		55	Pittsburgh	25,000
	7	New York University	30,000		55	Rice	25,000
	7	Wayne State	30,000		55	Temple	25,000
2	9	New Mexico	29,500		55	Tennessee	25,000
	10	Connecticut	29,478		55	Texas	25,000
	11	Harvard	29,376		55	Vanderbilt	25,000
	12	Rutgers	29,334		55	Washington	25,000
	13	Georgetown	29,000	7	67	Boston University	24,825
	13	Notre Dame	29,000		68	Toronto	24,737
3	15	Auburn	28,700		69	Ohio State	24,504
	16	Chicago	28,530		70	Syracuse	24,500
	17	Pennsylvania State	28,500		70	Tulane	24,500
	18	Western Ontario	28,167		70	Virginia Tech	24,500
	19	Arizona	28,000		70	Washington University	24,500
	19	Iowa State	28,000		74	McMaster	24,487
	19	Southern Illinois	28,000		75	Kent State	24,445
4	22	York	27,641		76	SUNY Albany	24,336
	23	SUNY Stony Brook	27,500		76	SUNY Buffalo	24,336
	24	Duke	27,300		78	Nebraska	24,300
	25	California, Berkeley	27,235		79	Waterloo	24,198
	25	California, Davis	27,235		80	Johns Hopkins	24,184
	25	California, Irvine	27,235		81	McGill	24,139
	25	California, Los Angeles	27,235		82	Guelph	24,116
	25	California, Riverside	27,235		83	Brigham Young	24,000
	25	California, San Diego	27,235		83	Emory	24,000
	25	California, Santa Barbara	27,235		83	Florida	24,000
	32	Michigan	27,000		83	Georgia Tech	24,000
	32	North Carolina State	27,000		83	Louisiana State	24,000
	32	Oklahoma	27,000		83	Miami	24,000
	32	Pennsylvania	27,000		83	Oklahoma State	24,000
5	36	Howard	26,859		83	South Carolina	24,000
	37	Delaware	26,165	8	91	Minnesota	23,508
	38	Indiana	26,135		92	Washington State	23,500
	39	Massachusetts	26,105		93	Georgia	23,200
	40	Brown	26,050		94	Queen's	23,126
	41	Colorado State	26,000		95	Arizona State	23,000
	41	Dartmouth	26,000		95	Purdue	23,000
	41	Houston	26,000		95	Utah	23,000
	41	Iowa	26,000	9	98	Case Western	22,820
	41	MIT	26,000		99	Missouri	22,800
	41	Virginia	26,000		100	Kansas	22,500
6	47	Colorado	25,500		100	Texas A&M	22,500
	47	Illinois, Chicago	25,500		102	Maryland	22,177
	47	Illinois, Urbana	25,500		103	Florida State	22,000
	47	Michigan State	25,500	10	104	Cincinnati	21,930
	51	Wisconsin	25,452		105	Saskatchewan	21,625
	52	British Columbia	25,444		106	Alabama	21,500
	53	Alberta	25,179		107	Rochester	21,000
	54	Laval	25,177		108	Manitoba	20,253

All Canadian salaries and some U.S. salaries revised from 1993 Survey figures; Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 6: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1995

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 30,000 and over	6 - 25,000-25,999
2 - 29,000-29,999	7 - 24,000-24,999
3 - 28,000-28,999	8 - 23,000-23,999
4 - 27,000-27,999	9 - 22,000-22,999
5 - 26,000-26,999	10 - below 22,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Stanford	$34,600	(5)	52	Florida	$26,000
	2	Hawaii	33,312		52	Houston	26,000
	3	Rutgers	32,648		52	Minnesota	26,000
	4	Columbia	31,500		52	Northwestern	26,000
	4	Yale	31,500		52	Temple	26,000
	6	Harvard	31,400		52	Texas A&M	26,000
	7	New York University	31,000		52	Vanderbilt	26,000
	7	Wayne State	31,000	6	62	Cornell	25,750
	9	Connecticut	30,362		63	British Columbia	25,698
	10	Southern California	30,300		64	Boston University	25,525
	11	Princeton	30,200		65	Kentucky	25,500
	12	New Mexico	30,000		65	Louisiana State	25,500
2	13	Auburn	29,560		67	Ohio State	25,488
	14	Pennsylvania State	29,500		68	SUNY Albany	25,309
	15	Chicago	29,400		68	SUNY Buffalo	25,309
	16	Georgetown	29,000		70	Tulane	25,250
	16	Notre Dame	29,000		71	Laval	25,177
3	18	Rice	28,927		72	Johns Hopkins	25,151
	19	California, Berkeley	28,668		73	Oklahoma State	25,003
	19	California, Davis	28,668		74	Brigham Young	25,000
	19	California, Irvine	28,668		74	Emory	25,000
	19	California, Los Angeles	28,668		74	Georgia Tech	25,000
	19	California, Riverside	28,668		74	Nebraska	25,000
	19	California, San Diego	28,668		74	Oregon	25,000
	19	California, Santa Barbara	28,668		74	Pittsburgh	25,000
	26	Michigan State	28,500		74	Rochester	25,000
	26	Southern Illinois	28,500		74	Tennessee	25,000
	28	Western Ontario	28,167		74	Texas	25,000
	29	Duke	28,100		74	Washington	25,000
	30	Arizona	28,000		74	Washington University	25,000
	30	Iowa State	28,000	7	85	Alberta	24,769
	30	Massachusetts	28,000		86	Miami	24,500
	30	Michigan	28,000		86	South Carolina	24,500
	30	SUNY Stony Brook	28,000		86	Virginia Tech	24,500
	30	Virginia	28,000		89	McMaster	24,487
4	36	York	27,644		90	Waterloo	24,198
	37	North Carolina State	27,540		91	McGill	24,139
	38	Kent State	27,500		92	Guelph	24,116
	39	Illinois, Urbana	27,000		93	Florida State	24,000
	39	Oklahoma	27,000		93	Georgia	24,000
	39	Pennsylvania	27,000	8	95	Toronto	23,541
5	42	Indiana	26,919		96	Kansas	23,500
	43	Howard	26,859		96	Purdue	23,500
	44	Brown	26,850		96	Washington State	23,500
	45	Iowa	26,700		99	Case Western	23,228
	46	Illinois, Chicago	26,500		100	Queen's	23,126
	46	MIT	26,500		101	Alabama	23,100
	46	North Carolina	26,500		102	Maryland	23,044
	46	Syracuse	26,500		103	Arizona State	23,000
	50	Wisconsin	26,345		103	Missouri	23,000
	51	Delaware	26,165		103	Utah	23,000
	52	Colorado	26,000	9	106	Cincinnati	22,807
	52	Colorado State	26,000	10	107	Saskatchewan	21,625
	52	Dartmouth	26,000		108	Manitoba	20,513

All Canadian salaries and some U.S. salaries revised from 1993 Survey figures; Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
See Tables 29 through 42 for statistics related to medical and law library salaries.

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TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1994

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 50,000 and over	6 - 36,000-37,999
2 - 47,000-49,999	7 - 34,000-35,999
3 - 44,000-46,999	8 - 32,000-33,999
4 - 41,000-43,999	9 - 30,000-31,999
5 - 38,000-40,999	10 - below 30,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Rutgers	$54,775	(5)	55	Washington State	$38,124
	2	California, Irvine	53,856		56	MIT	38,100
	2	California, Los Angeles	53,856	6	57	Georgetown	37,691
	4	Connecticut	52,119		58	Emory	37,650
	5	Massachusetts	50,740		59	Tennessee	37,583
	6	California, Berkeley	50,496		60	Northwestern	37,273
	6	California, Davis	50,496		61	Cornell	37,135
	6	California, San Diego	50,496		62	Colorado State	37,100
	6	California, Santa Barbara	50,496		63	Purdue	37,075
2	10	York	49,620		64	Vanderbilt	36,950
	11	Toronto	49,587		65	Miami	36,800
	12	Stanford	49,471		66	Howard	36,777
	13	Hawaii	49,296		67	Wayne State	36,711
	14	California, Riverside	47,124		68	Washington	36,564
	15	Guelph	47,093		69	Virginia Tech	36,500
3	16	SUNY Stony Brook	46,800		70	Kent State	36,402
	17	Yale	46,345		71	Texas A&M	36,392
	18	Columbia	46,145		72	Ohio State	36,342
4	19	Laval	43,919		73	Michigan State	36,200
	20	Dartmouth	43,868		74	Auburn	36,180
	21	Cincinnati	43,494		75	Maryland	36,075
	22	British Columbia	43,492		76	Arizona	36,000
	23	Harvard	43,253		76	Rice	36,000
	24	Alberta	42,600	7	78	Brigham Young	35,934
	25	Manitoba	42,239		79	Syracuse	35,812
	26	Southern California	42,162		80	Oregon	35,637
	27	New York University,	41,912		81	Washington University	35,622
	28	Princeton	41,850		82	Boston University	35,578
	29	Duke	41,800		83	Virginia	35,500
	30	Western Ontario	41,800		84	Nebraska	35,475
	31	McGill	41,647		85	Kentucky	35,371
	32	McMaster	41,642		86	Colorado	35,126
	33	Chicago	41,627		87	Texas	35,010
	34	Delaware	41,343		88	Queen's	35,003
	35	Iowa	41,074		89	Arizona State	35,000
5	36	Saskatchewan	40,876		90	North Carolina	34,900
	37	Indiana	40,576		91	Oklahoma	34,666
	38	Waterloo	40,535		92	Illinois, Urbana	34,627
	39	Iowa State	40,129		93	Pittsburgh	34,368
	40	Michigan	39,622		94	Louisiana State	34,325
	41	Pennsylvania State	39,600	8	95	South Carolina	32,704
	42	SUNY Buffalo	39,408		96	Kansas	32,508
	43	New Mexico	39,386		97	Utah	32,450
	44	North Carolina State	39,190		98	Tulane	32,252
	45	Johns Hopkins	39,155		99	Houston	32,236
	46	Pennsylvania	39,025		100	Georgia	32,202
	47	Illinois, Chicago	38,944	9	101	Florida	31,827
	48	Wisconsin	38,943		102	Missouri	31,732
	49	SUNY Albany	38,849		103	Case Western	31,601
	50	Minnesota	38,525		104	Florida State	31,311
	51	Brown	38,438		105	Georgia Tech	31,200
	52	Southern Illinois	38,436		106	Rochester	30,988
	53	Temple	38,422	10	107	Alabama	28,877
	54	Notre Dame	38,300		108	Oklahoma State	28,428

All Canadian salaries and some U.S. salaries revised from 1993 Survey figures; Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1995

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 50,000 and over	6 - 36,000-37,999
2 - 47,000-49,999	7 - 34,000-35,999
3 - 44,000-46,999	8 - 32,000-33,999
4 - 41,000-43,999	9 - 30,000-31,999
5 - 38,000-40,999	10 - below 30,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Rutgers	$64,389	(5)	54	Pennsylvania	$39,625
	2	California, Irvine	53,856		56	SUNY Albany	39,615
	2	California, Los Angeles	53,856		57	Notre Dame	39,550
	4	Connecticut	52,289		58	Cornell	39,310
	5	Hawaii	51,264		59	Kent State	38,604
	6	Stanford	51,188		60	Nebraska	38,454
	7	Massachusetts	50,740		61	MIT	38,400
	8	California, Berkeley	50,496		62	Ohio State	38,388
	8	California, Davis	50,496		63	Maryland	38,385
	8	California, Santa Barbara	50,496		64	Miami	38,350
2	11	Toronto	49,392		65	Purdue	38,275
	12	York	48,910		66	Washington State	38,124
	13	SUNY Stony Brook	48,189		67	Southern Illinois	38,040
	14	California, San Diego	47,905	6	68	Illinois, Chicago	37,928
	15	Yale	47,272		69	Howard	37,918
	16	California, Riverside	47,124		70	Michigan State	37,900
	17	Guelph	47,095		71	Vanderbilt	37,800
	18	Columbia	47,090		72	Northwestern	37,757
3	19	Harvard	44,759		73	Georgetown	37,702
	20	British Columbia	44,729		74	Colorado	37,701
	21	Cincinnati	44,693		75	Auburn	37,225
4	22	Dartmouth	43,971		76	Brigham Young	37,210
	23	Laval	43,919		77	North Carolina	37,100
	24	New York University	43,346		78	Kentucky	36,868
	25	Iowa	43,268		79	Washington	36,828
	26	Southern California	43,061		80	Arizona State	36,722
	27	Delaware	42,842		81	Virginia	36,400
	28	Princeton	42,700		82	Rice	36,289
	29	New Mexico	42,646		83	Queen's	36,245
	30	McGill	42,551		84	Boston University	36,194
	31	Manitoba	42,208		85	Illinois, Urbana	36,107
	32	Indiana	42,167	7	86	Washington University	35,864
	33	Western Ontario	42,101		87	Oregon	35,637
	34	Arizona	41,964		88	Oklahoma	35,629
	35	Wisconsin	41,927		89	Syracuse	35,536
	36	McMaster	41,812		90	Texas	35,500
	37	Chicago	41,753		91	Pittsburgh	35,480
	38	Iowa State	41,571		92	South Carolina	35,419
	39	Alberta	41,496		93	Georgia Tech	34,316
	40	Saskatchewan	41,194		94	Virginia Tech	34,000
	41	Johns Hopkins	41,150	8	95	Georgia	33,912
	42	Duke	41,000		96	Case Western	33,875
5	43	Michigan	40,991		97	Kansas	33,567
	44	SUNY Buffalo	40,739		98	Missouri	33,529
	45	Wayne State	40,530		99	Florida State	33,521
	46	Minnesota	40,308		100	Texas A&M	33,419
	47	Pennsylvania State	40,236		101	Rochester	33,283
	48	Tennessee	40,124		102	Louisiana State	33,131
	49	Emory	40,040		103	Houston	32,809
	50	Colorado State	40,000		104	Florida	32,497
	51	North Carolina State	39,993	9	105	Tulane	31,966
	52	Waterloo	39,908		106	Alabama	31,325
	53	Temple	39,636		107	Utah	30,855
	54	Brown	39,625	10	108	Oklahoma State	29,352

All Canadian salaries and some U.S. salaries revised from 1993 Survey figures; Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 9: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1994

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 51,000 and over	6 - 39,000-40,999
2 - 48,000-50,999	7 - 37,000-38,999
3 - 45,000-47,999	8 - 35,000-36,999
4 - 43,000-44,999	9 - 33,000-34,999
5 - 41,000-42,999	10 - below 33,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Rutgers	$54,261	(6)	55	Georgetown	$39,772
	2	California, Davis	53,928		56	Tennessee	39,596
	3	Stanford	53,339		57	Illinois, Chicago	39,544
	4	California, Los Angeles	52,826		58	Notre Dame	39,538
	5	Connecticut	52,083		59	Howard	39,410
	6	California, Irvine	51,239		60	SUNY Albany	39,316
	7	California, Berkeley	51,018		61	Colorado State	39,272
2	8	California, San Diego	50,561		62	Temple	39,184
	9	Hawaii	50,107		63	Maryland	39,173
	10	Yale	49,745		64	Emory	39,134
	11	California, Santa Barbara	49,523		65	Michigan State	39,099
	12	Massachusetts	48,985		66	Washington	39,075
3	13	California, Riverside	47,616	7	67	Brigham Young	38,888
	14	Columbia	47,448		68	Johns Hopkins	38,867
	15	SUNY Stony Brook	47,354		69	Oregon	38,737
	16	New York University	47,325		70	Ohio State	38,346
	17	Toronto	46,824		71	Nebraska	38,336
	18	Southern California	46,638		72	Virginia	38,334
	19	Harvard	46,563		73	Texas A&M	38,081
	20	York	45,889		74	Vanderbilt	38,042
	21	Princeton	45,380		75	Washington State	38,021
	22	Dartmouth	45,244		76	Queen's	37,777
4	23	Chicago	44,746		77	Miami	37,727
	24	British Columbia	44,661		78	Rice	37,508
	25	Duke	44,312		79	Illinois, Urbana	37,452
	26	Laval	44,195		80	Auburn	37,430
	27	Guelph	44,157		81	Purdue	37,425
	28	Michigan	43,261		82	Texas	37,369
	29	Alberta	43,134		83	Kentucky	37,225
5	30	McGill	42,979		84	Washington University	37,126
	31	Pennsylvania State	42,721		85	Pittsburgh	37,113
	32	Iowa State	42,652	8	86	Arizona	36,901
	33	McMaster	42,565		87	Virginia Tech	36,836
	34	SUNY Buffalo	42,493		88	Boston University	36,568
	35	Indiana	42,346		89	Syracuse	36,489
	36	Cincinnati	42,167		90	North Carolina	36,484
	37	Iowa	42,123		91	Arizona State	36,245
	38	Manitoba	42,062		92	Oklahoma	36,105
	39	Pennsylvania	41,800		93	Colorado	35,913
	40	Delaware	41,733		94	Louisiana State	35,605
	41	MIT	41,471		95	Georgia Tech	35,076
	42	Western Ontario	41,199	9	96	Houston	34,761
	43	Saskatchewan	41,122		97	South Carolina	34,731
	44	Brown	41,056		98	Utah	34,573
	45	Minnesota	41,036		99	Florida	34,329
6	46	Northwestern	40,895		100	Rochester	33,968
	47	Southern Illinois	40,856		101	Georgia	33,854
	48	Waterloo	40,824		102	Missouri	33,831
	49	Wayne State	40,550		103	Case Western	33,794
	50	Kent State	40,510		104	Florida State	33,695
	51	Wisconsin	40,157		105	Tulane	33,645
	52	Cornell	40,068	10	106	Kansas	32,910
	53	New Mexico	40,020		107	Alabama	32,169
	54	North Carolina State	39,845		108	Oklahoma State	32,075

All Canadian salaries and some U.S. salaries revised from 1993 Survey figures; Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 10: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1995

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant *difference* between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 51,000 and over	6 - 39,000-40,999
2 - 48,000-50,999	7 - 37,000-38,999
3 - 45,000-47,999	8 - 35,000-36,999
4 - 43,000-44,999	9 - 33,000-34,999
5 - 31,000-42,999	10 - below 33,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Rutgers	$63,048	(5)	55	Arizona	$41,144
	2	Stanford	54,964		56	Georgetown	41,104
	3	California, Los Angeles	53,419	6	57	Emory	40,988
	4	California, Irvine	53,130		58	Michigan State	40,983
	5	California, Davis	53,033		59	Howard	40,980
	6	Connecticut	52,255		60	Notre Dame	40,838
	7	California, Santa Barbara	51,082		61	Saskatchewan	40,797
2	8	Hawaii	50,846		62	Waterloo	40,696
	9	California, Berkeley	50,597		63	Temple	40,560
	10	Yale	50,189		64	Northwestern	40,548
	11	California, San Diego	49,570		65	Ohio State	40,488
	12	Columbia	49,021		66	Texas A&M	40,360
	13	California, Riverside	48,896		67	Brigham Young	40,339
	14	New York University	48,699		68	Illinois, Urbana	40,258
	15	Massachusetts	48,569		69	SUNY Albany	40,172
	16	Harvard	48,539		70	Southern Illinois	40,170
	17	SUNY Stony Brook	48,439		71	Virginia	39,950
3	18	Southern California	47,296		72	Illinois, Chicago	39,792
	19	Princeton	46,335		73	Washington	39,673
	20	Toronto	46,278		74	Nebraska	39,630
	21	British Columbia	45,920		75	Purdue	39,588
	22	Chicago	45,865		76	Auburn	39,559
	23	York	45,660		77	Vanderbilt	39,262
	24	Dartmouth	45,541		78	Rice	39,231
4	25	Michigan	44,740		79	Washington University	39,061
	26	Iowa State	44,587	7	80	North Carolina	38,664
	27	Duke	44,487		81	Colorado	38,551
	28	Iowa	44,194		82	Kentucky	38,496
	29	Laval	43,920		83	Texas	38,439
	30	New Mexico	43,808		84	Miami	38,297
	31	Indiana	43,731		85	Oregon	38,195
	32	Wayne State	43,720		86	Washington State	38,133
	33	Guelph	43,665		87	Boston University	37,930
	34	McGill	43,451		88	Arizona State	37,905
	35	Wisconsin	43,377		89	Queen's	37,839
	36	SUNY Buffalo	43,056		90	Oklahoma	37,562
	37	Delaware	43,033		91	Georgia Tech	37,319
	38	Pennsylvania State	43,007		92	Pittsburgh	37,234
5	39	Kent State	42,989	8	93	South Carolina	36,949
	40	Cincinnati	42,959		94	Syracuse	36,809
	41	Pennsylvania	42,853		95	Rochester	36,627
	42	Minnesota	42,716		96	Case Western	36,228
	43	McMaster	42,623		97	Georgia	35,642
	44	Alberta	42,531		98	Florida	35,614
	45	Brown	42,291		99	Missouri	35,441
	46	Cornell	42,070		100	Florida State	35,313
	47	MIT	42,018		101	Utah	35,179
	48	Manitoba	41,878		102	Virginia Tech	35,164
	49	Tennessee	41,785	9	103	Kansas	34,982
	50	North Carolina State	41,618		104	Louisiana State	34,965
	51	Colorado State	41,572		105	Houston	34,735
	52	Johns Hopkins	41,553		106	Alabama	34,028
	53	Maryland	41,350		107	Tulane	33,928
	54	Western Ontario	41,158		108	Oklahoma State	33,428

All Canadian salaries and some U.S. salaries revised from 1993 Survey figures. Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
See Tables 29 through 42 for statistics related to medical and law library salaries.

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TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1992-95

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1992	1993	1994r	1995	1992	1993	1994r	1995	1992	1993	1994r	1995
Alabama	106	107	107	106	101	102	107	106	100	105	106	101
Alberta	15	20	29	44	15	17	24	39	20	28	53	85
Arizona	89	97	86	55	87	93	76	34	39	20	19	30
Arizona State	85	88	91	88	73	79	89	80	73	80	95	103
Auburn	*	106	80	76	*	99	74	75	*	49	15	13
Boston University	80	90	88	87	76	87	82	84	62	76	67	64
Brigham Young	91	76	67	67	80	83	78	76	88	94	83	74
British Columbia	11	14	24	21	13	14	22	20	9	25	52	63
Brown	46	49	44	45	41	60	51	54	40	43	40	44
California, Berkeley	6	9	7	9	5	5	6	8	11	13	25	19
Californis, Davis	4	3	2	5	5	5	6	8	11	13	25	19
California, Irvine	5	5	6	4	5	5	2	2	11	13	25	19
California, Los Angeles	3	1	4	3	3	1	2	2	11	13	25	19
California, Riverside	23	17	13	13	23	23	14	16	11	13	25	19
California, San Diego	9	10	8	11	12	5	6	14	11	13	25	19
California, Santa Barbara	10	11	11	7	5	5	6	8	11	13	25	19
Case Western	82	89	103	96	96	100	103	96	99	98	98	99
Chicago	33	32	23	22	36	31	33	37	29	22	16	15
Cincinnati	42	37	36	40	30	29	21	21	100	105	104	106
Colorado	65	70	93	81	60	64	86	74	38	38	47	52
Colorado State	52	57	61	51	54	49	62	50	73	49	41	52
Columbia	18	15	14	12	25	18	18	18	18	6	4	4
Connecticut	16	7	5	6	14	10	4	4	21	12	10	9
Cornell	55	56	52	46	65	58	61	58	70	65	55	62
Dartmouth	31	25	22	24	29	26	20	22	42	49	41	52
Delaware	60	52	40	37	62	39	34	27	52	41	37	51
Duke	40	34	25	27	43	35	29	42	41	31	24	29
Emory	65	63	64	57	61	56	58	49	88	89	83	74
Florida	88	99	99	98	99	104	101	104	42	49	83	52
Florida State	102	103	104	100	105	105	104	99	81	100	103	93
Georgetown	78	65	55	56	94	85	57	73	32	23	13	16
Georgia	100	98	101	97	100	92	100	95	88	93	93	93
Georgia Tech	103	96	95	91	106	107	105	93	88	66	83	74
Guelph	8	23	27	33	4	11	15	17	23	37	82	92
Harvard	24	16	19	16	27	25	23	19	24	23	11	6
Hawaii	13	6	9	8	11	12	13	5	3	1	2	2
Houston	93	100	96	105	88	98	99	103	100	33	41	52
Howard	57	66	59	59	47	70	66	69	49	56	36	43
Illinois, Chicago	67	50	57	72	68	44	47	68	67	59	47	46
Illinois, Urbana	62	71	79	68	81	84	92	85	64	80	47	39

r - Rankings for FY 94 revised from 1993 Survey based on current reports.

* - Not a member during this year.

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1992-95

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1992	1993	1994r	1995	1992	1993	1994r	1995	1992	1993	1994r	1995
Indiana	36	40	35	31	32	34	37	32	42	42	38	42
Iowa	56	41	37	28	42	36	35	25	84	78	41	45
Iowa State	41	36	32	26	52	38	39	38	54	33	19	30
Johns Hopkins	49	44	68	52	44	46	45	41	80	85	80	72
Kansas	104	104	106	103	98	95	96	97	98	100	100	96
Kent State	37	54	50	39	48	71	70	59	51	64	75	38
Kentucky	70	75	83	82	71	81	85	78	64	80	55	65
Laval	7	18	26	29	9	16	19	23	22	32	54	71
Louisiana State	95	95	94	104	86	89	94	102	73	66	83	65
McGill	12	21	30	34	18	28	31	30	25	40	81	91
McMaster	21	19	33	43	20	22	32	36	30	57	74	89
Manitoba	25	26	38	48	17	21	25	31	86	108	108	108
Maryland	45	59	63	53	69	77	75	63	87	99	102	102
Massachusetts	27	28	12	15	26	24	5	7	73	89	39	30
MIT	43	42	41	47	53	53	56	61	50	49	41	46
Miami	83	85	77	84	67	68	65	64	54	66	83	86
Michigan	34	38	28	25	38	42	40	43	34	33	32	30
Michigan State	53	55	65	58	57	63	73	70	42	38	47	26
Minnesota	39	33	45	42	45	37	50	46	85	79	91	52
Missouri	107	105	102	99	103	101	102	98	103	94	99	103
Nebraska	54	51	71	74	50	50	84	60	70	66	78	74
New Mexico	58	60	53	30	49	51	43	29	34	29	9	12
New York University	28	31	16	14	33	40	27	24	6	6	7	7
North Carolina	86	93	90	80	89	90	90	77	88	94	55	46
North Carolina State	69	67	54	50	63	61	44	51	53	45	32	37
Northwestern	48	47	46	64	66	64	60	72	64	59	55	52
Notre Dame	63	62	58	60	56	55	54	57	34	26	13	16
Ohio State	64	72	70	65	59	69	72	62	54	66	69	67
Oklahoma	68	83	92	90	70	74	91	88	10	26	32	39
Oklahoma State	101	108	108	108	104	108	108	108	63	77	83	73
Oregon	81	80	69	85	82	82	80	87	88	94	55	74
Pennsylvania	71	46	39	41	63	54	46	54	42	43	32	39
Pennsylvania State	35	45	31	38	40	47	41	47	34	33	17	14
Pittsburgh	50	69	85	92	58	78	93	91	88	100	55	74
Princeton	32	28	21	19	34	33	28	28	19	4	6	11
Purdue	74	73	81	75	77	66	63	65	103	100	95	96
Queen's	44	58	76	89	39	57	88	83	31	58	94	100
Rice	97	84	78	78	93	73	76	82	42	49	55	18
Rochester	98	101	100	95	102	103	106	101	103	107	107	74
Rutgers	1	2	1	1	2	4	1	1	8	10	12	3

r - Rankings for FY 94 revised from 1993 Survey based on current reports

* - Not a member during this year

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1992-95

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1992	1993	1994r	1995	1992	1993	1994r	1995	1992	1993	1994r	1995
Saskatchewan	26	39	43	61	21	30	36	40	48	88	105	107
South Carolina	90	91	97	93	90	96	95	92	54	66	83	86
Southern California	30	27	18	18	31	32	26	26	5	3	5	10
Southern Illinois	61	53	47	70	51	48	52	67	54	20	19	26
Stanford	17	4	3	2	22	13	12	6	1	2	1	1
SUNY Albany	59	64	60	69	37	43	49	56	67	86	76	68
SUNY Buffalo	38	35	34	36	35	41	42	44	67	86	76	68
SUNY Stony Brook	22	22	15	17	19	20	16	13	32	29	23	30
Syracuse	76	79	89	94	84	72	79	89	81	80	70	46
Temple	73	68	62	63	72	62	53	53	73	59	55	52
Tennessee	77	86	56	49	85	91	59	48	103	49	55	74
Texas	87	74	82	83	91	76	87	90	81	66	55	74
Texas A&M	79	92	73	66	78	88	71	100	88	100	100	52
Toronto	20	12	17	20	10	3	11	11	26	46	68	95
Tulane	99	102	105	107	97	97	98	105	72	66	70	70
Utah	106	94	98	101	107	106	97	107	107	89	95	103
Vanderbilt	84	82	74	77	92	75	64	71	73	66	55	52
Virginia	72	87	72	71	75	94	83	81	54	66	41	30
Virginia Tech	96	81	87	102	79	86	69	94	88	59	70	86
Washington	74	61	66	73	74	67	68	79	54	59	55	74
Washington State	94	77	75	86	95	59	55	66	88	89	92	96
Washington University	92	78	84	79	83	80	81	86	73	80	70	74
Waterloo	29	30	48	62	28	27	38	52	27	47	79	90
Wayne State	51	43	49	32	55	52	67	45	28	11	7	7
Western Ontario	19	24	42	54	16	19	30	33	2	5	18	28
Wisconsin	47	48	51	35	46	45	48	35	61	48	51	50
Yale	14	13	10	10	24	15	17	15	6	6	3	4
York	2	8	20	23	1	2	10	12	4	9	22	36

r - Rankings for FY 94 revised from 1993 Survey based on current reports.
* - Not a member during this year.

TABLE 12: SALARY TRENDS OF SALARIES IN ARL UNIVERSITY LIBRARIES*

Salary figures for the past ten years are converted into index numbers and compared to the Consumer Price Index (CPI), all of which have been converted using July 1994 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS**	Median Salary Index	BPS** Index	Actual CPI	Adjusted CPI
1995	108	8,216	$41,088	$26,000	157.4	157.6	148.4	142.8
1994	108	8,132	40,225	25,834	154.1	156.6	144.4	139.0
1993	108	8,212	39,265	25,000	150.4	151.5	140.2	134.9
1992	107	8,256	38,537	24,000	147.7	145.5	136.2	131.1
1991	107	8,382	36,701	23,800	140.6	144.2	130.7	125.8
1990	107	8,253	34,629	22,000	132.7	133.3	124.0	119.3
1989	107	8,087	32,461	20,400	124.4	123.6	118.3	113.9
1988	106	7,962	30,534	19,460	117.0	117.9	113.6	109.3
1987	105	7,718	28,941	18,250	110.9	110.6	109.6	105.5
1986	105	7,543	27,485	17,500	105.3	106.1	107.6	103.6
1985	104	7,161	26,100	16,500	100.0	100.0	103.9	100.0

Canadian salaries expressed in U.S. dollars.
* - Includes law and medical salaries.
** - Beginning Professional Salary.

TABLE 13: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL LIBRARIES, BY SALARY AND POSITION, FY1995*

SALARY INTERVALS	NUMBER OF STAFF									PERCENT AT EACH LEVEL								
	Dir.	Assoc. Dir.	Asst. Dir.	Med./ Law Hd.	Branch Hd.	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Med./ Law Hd.	Branch Hd.	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
$175,000 or more	1									1								
150,000-174,999	3									3								
140,000-149,999	4				1					4				0				
130,000-139,999	5									5								
120,000-129,999	5		1		1					5		0		0				
110,000-119,999	14	2								13	1							
100,000-109,999	25	4	1		1			5		24	2	0		0			0	
95,000-99,999	15	2	5		2	1				14	1	2		0	0			
90,000-94,999	9	5	4		4		1		1	9	3	2		1		0		0
85,000-89,999	10	6	5		2	1		3		10	4	2		0	0		0	
80,000-84,999	5	16	5		2	4		5	2	5	10	2		0	1		0	0
75,000-79,999	3	17	19		8	2	2	9	4	3	10	8		1	0	0	1	0
70,000-74,999	3	26	24		10	4	5	19	6	3	16	10		2	1	1	1	0
65,000-69,999	1	32	21		17	25	9	45	11	1	20	9		3	3	1	3	0
60,000-64,999		33	47		25	23	10	60	23		20	20		4	3	1	4	1
55,000-59,999	1	14	46		56	57	24	120	74	1	9	19		10	8	3	8	3
50,000-54,999		6	28		76	96	58	230	165		4	12		13	13	8	16	6
48,000-49,999			11		38	18	24	110	68			5		7	2	3	8	2
46,000-47,999		1	7		40	57	30	105	119		1	3		7	8	4	7	4
44,000-45,999			6		40	51	34	122	118			3		7	7	5	8	4
42,000-43,999			3		53	57	52	117	182			1		9	8	7	8	6
40,000-41,999			2		42	63	57	133	209			1		7	8	8	9	7
38,000-39,999			1		40	43	59	97	204			0		7	6	8	7	7
36,000-37,999			1		34	57	67	86	279			0		6	8	9	6	10
34,000-35,999					29	53	73	62	273					5	7	10	4	9
32,000-33,999					21	49	50	60	270					4	7	7	4	9
30,000-31,999					13	30	70	29	280					2	4	9	2	10
29,000-29,999					2	9	23	12	129					0	1	3	1	4
28,000-28,999					2	16	29	8	129					0	2	4	1	4
27,000-27,999					1	15	19	10	102					0	2	3	1	4
26,000-26,999					5	13	18	6	100					1	2	2	0	3
25,000-25,999						6	14	2	78						1	2	0	3
24,000-24,999			1		1	1	8	1	36			0		0	0	1	0	1
23,000-23,999							5		18							1		1
22,000-22,999					1	1	4		3					0	0	1		0
21,000-21,999							1	1	2							0	0	0
20,000-20,999									4									0
19,000-19,999									1									0
18,999 or less									2									0
TOTAL	104	164	238		567	752	746	1,457	2,892	100	100	100		100	100	100	100	100

* Does not include statistics for law and medical libraries.

TABLE 14: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL LIBRARIES, BY SEX AND POSITION, FY1995*

SALARY INTERVALS	MEN									WOMEN								
	Dir.	Assoc. Dir.	Asst. Dir.	Med./ Law Hd.	Branch Hd.	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Med./ Law Hd.	Branch Hd.	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
$175,000 or more	1																	
150,000-174,999	2									1								
140,000-149,999	4				1													
130,000-139,999	5																	
120,000-129,999	3				1					2		1						
110,000-119,999	5									9	2							
100,000-109,999	15	3	1					5		10	1			1				
95,000-99,999	7	1	2		2	1				8	1	3						
90,000-94,999	7	3	2		2		1			2	2	2		2				1
85,000-89,999	7	2	2		2	1		3		3	4	3						
80,000-84,999	4	7	4		2	2		3		1	9	1			2		2	2
75,000-79,999	2	8	8		3			3	2	1	9	11		5	2	2	6	2
70,000-74,999	2	14	10		5	3	4	12	1	1	12	14		5	1	1	7	5
65,000-69,999		16	9		11	13	5	18	5	1	16	12		6	12	4	27	6
60,000-64,999		18	25		14	12	6	26	5		15	22		11	11	4	34	18
55,000-59,999	1	7	20		22	30	10	53	24		7	26		34	27	14	67	50
50,000-54,999		4	12		28	47	23	77	46		2	16		48	49	35	153	119
48,000-49,999			5		9	9	12	47	23			6		29	9	12	63	45
46,000-47,999					12	27	18	45	42		1	7		28	30	12	60	77
44,000-45,999			3		16	28	18	41	40			3		24	23	16	81	78
42,000-43,999					18	30	17	37	60			3		35	27	35	80	122
40,000-41,999					12	31	19	46	66			2		30	32	38	87	143
38,000-39,999					12	23	30	37	53			1		28	20	29	60	151
36,000-37,999					4	24	27	37	76			1		30	33	40	49	203
34,000-35,999					12	23	43	25	66					17	30	30	37	207
32,000-33,999					8	21	18	11	86					13	28	32	49	184
30,000-31,999					4	11	29	11	80					9	19	41	18	200
29,000-29,999						6	14	7	47					2	3	9	5	82
28,000-28,999						4	16	1	35					2	12	13	7	94
27,000-27,999						1	11	4	28					1	14	8	6	74
26,000-26,999					2	5	4	2	33					3	8	14	4	67
25,000-25,999						4	4		32						2	10	2	46
24,000-24,999			1				3		7					1	1	5	1	29
23,000-23,999							3		5							2		13
22,000-22,999					1		1								1	3		3
21,000-21,999									1							1	1	1
20,000-20,999																		4
19,000-19,999																		1
18,999 or less									1									1
TOTAL	65	83	104		203	356	336	551	864	39	81	134		364	396	410	906	2028

* Does not include statistics for law and medical libraries

TABLE 15: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FISCAL YEAR 1995

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
Director	104	65	39	$104,832	$106,118	$102,689
Associate Director	164	83	81	71,537	70,835	72,255
Assistant Director	238	104	134	63,218	64,203	62,454
Head, Branch	567	203	364	48,148	51,311	46,384
Functional Specialist	746	336	410	39,274	39,594	39,012
Subject Specialist	752	356	396	43,997	45,089	43,016
Dept. Head: Acquisitions	107	37	70	46,896	47,097	46,790
Reference	128	39	89	48,081	47,313	48,417
Cataloging	176	47	129	47,573	49,919	46,719
Serials	43	18	25	47,211	45,924	48,138
Documents/Maps	95	41	54	44,981	42,303	47,014
Circulation	96	26	70	43,470	44,820	42,968
Rare Books/Manuscripts	97	57	40	51,371	53,990	47,639
Computer Systems	72	44	28	52,654	51,408	54,611
Other	643	242	401	46,049	47,976	44,887
Reference: Over 14 years experience	609	184	425	43,005	42,983	43,014
10 to 14 years experience	227	58	169	37,430	39,188	36,827
5 to 9 years experience	316	98	218	33,194	33,757	32,940
Under 5 years experience	271	92	179	29,127	28,552	29,422
Cataloging: Over 14 years experience	464	143	321	41,213	41,162	41,235
10 to 14 years experience	150	41	109	37,304	37,756	37,133
5 to 9 years experience	205	65	140	34,007	33,895	34,059
Under 5 years expenrience	163	55	108	29,380	29,740	29,197
Other: Over 14 years experience	215	56	159	44,589	46,248	44,004
10 to 14 years experience	79	19	60	39,915	40,901	39,602
5 to 9 years experience	92	25	67	34,696	37,469	33,662
Under 5 years experience	101	28	73	29,626	28,806	29,940
All Positions	**6,920**	**2,562**	**4,358**	**$43,966**	**$46,189**	**$42,659**

Canadian salaries converted to U.S. dollars. See Table 26 for salaries of Canadian librarians expressed in Canadian dollars. See Tables 33 and 40 for salaries in medical and law libraries.

TABLE 16: NUMBER AND AVERAGE SALARIES OF U.S. ARL MINORITY UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FISCAL YEAR 1995

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
Director	4	3	1	$104,913	*	*
Associate Director	4	2	2	79,054	*	*
Assistant Director	17	3	14	63,389	*	*
Head, Branch	64	19	45	50,901	$61,356	$46,486
Functional Specialist	70	28	42	40,089	40,520	39,801
Subject Specialist	100	39	61	43,635	47,765	40,994
Dept. Head: Acquisitions	6	0	6	43,833	N/A	43,833
Reference	11	1	10	45,709	*	*
Cataloging	11	3	8	44,773	*	*
Serials	3	2	1	*	*	*
Documents/Maps	8	0	8	46,132	N/A	46,132
Circulation	10	1	9	40,480	*	*
Rare Books/Manuscripts	2	1	1	*	*	*
Computer Systems	3	1	2	*	*	*
Other	44	17	27	45,652	46,265	45,265
Reference: Over 14 years experience	61	9	52	45,038	42,561	45,467
10 to 14 years experience	15	1	14	34,635	*	*
5 to 9 years experience	37	12	25	35,242	35,360	35,185
Under 5 years experience	46	15	31	29,041	28,483	29,312
Cataloging: Over 14 years experience	84	25	59	41,642	40,666	42,055
10 to 14 years experience	17	4	13	37,852	39,667	37,294
5 to 9 years experience	33	7	26	34,104	35,589	33,704
Under 5 years expenrience	22	3	19	29,828	*	*
Other: Over 14 years experience	19	4	15	42,138	38,124	43,208
10 to 14 years experience	4	2	2	44,756	*	*
5 to 9 years experience	11	2	9	38,109	*	*
Under 5 years experience	18	2	16	28,850	*	*
All Positions	**724**	**206**	**518**	**$41,997**	**$44,485**	**$41,008**

* - Salary information is not published when fewer than four individuals are involved.

N/A - No positions were reported in this category.

TABLE 17: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FISCAL YEAR 1995

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director	104	65	39	26.6	27.3	25.4
Associate Director	164	83	81	22.0	21.7	22.4
Assistant Director	238	104	134	21.2	21.6	20.8
Head, Branch	567	203	364	18.6	18.9	18.5
Functional Specialist	746	336	410	12.4	12.7	12.1
Subject Specialist	752	356	396	17.2	18.3	16.3
Dept. Head: Acquisitions	107	37	70	19.1	19.3	18.9
Reference	128	39	89	18.3	17.2	18.8
Cataloging	176	47	129	19.4	21.1	18.7
Serials	43	18	25	18.7	19.0	18.6
Documents/Maps	95	41	54	19.3	17.4	20.7
Circulation	96	26	70	15.1	15.5	15.0
Rare Books/Manuscripts	97	57	40	20.6	20.4	20.9
Computer Systems	72	44	28	15.4	15.6	15.1
Other	643	242	401	17.1	17.7	16.7
Public Services	236	64	172	13.2	13.6	13.1
Technical Services	158	38	120	14.5	11.3	15.6
Administrative Services	93	26	67	15.2	17.9	14.2
Reference	1,423	432	991	13.4	13.2	13.5
Cataloger	982	304	678	14.9	14.3	15.2
All Positions	**6,920**	**2,562**	**4,358**	**16.0**	**16.5**	**15.7**

See tables 34 and 41 for medical and law libraries

TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF U.S. ARL MINORITY UNIVERSITY LIBRARIANS BY POSITION AND SEX, FISCAL YEAR 1995

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director	4	3	1	28.8	29.0	28.0
Associate Director	4	2	2	23.3	23.0	23.5
Assistant Director	17	3	14	21.4	18.3	22.1
Head, Branch	64	19	45	21.5	23.1	20.9
Functional Specialist	70	28	42	12.5	12.4	12.5
Subject Specialist	100	39	61	16.2	18.5	14.8
Dept. Head: Acquisitions	6	0	6	20.3	N/A	20.3
Reference	11	1	10	16.5	14.0	16.8
Cataloging	11	3	8	21.4	26.3	19.5
Serials	3	2	1	18.3	15.0	25.0
Documents/Maps	8	0	8	14.1	N/A	14.1
Circulation	10	1	9	14.5	14.0	14.6
Rare Books/Manuscripts	2	1	1	15.0	11.0	19.0
Computer Systems	3	1	2	11.3	13.0	10.5
Other	44	17	27	18.2	18.4	18.0
Public Services	28	4	24	9.3	11.5	9.0
Technical Services	16	3	13	16.4	20.7	15.4
Administrative Services	8	3	5	15.5	7.3	20.4
Reference	159	37	122	12.0	8.9	13.0
Cataloger	156	39	117	16.4	17.7	16.0
All Positions	**724**	**206**	**518**	**15.6**	**16.1**	**15.4**

N/A - No positions were reported in this category.

TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE, FISCAL YEAR 1995

	Number of Staff				Average Salaries		
Experience	**Total**	**Men**	**Women**	**% of Total**	**Combined**	**Men**	**Women**
0 - 3 years	661	251	410	9.5	$29,987	$30,420	$29,722
4 - 7 years	940	332	608	13.6	34,141	34,769	33,798
8 -11 years	888	318	570	12.9	38,517	40,126	37,619
12 -15 years	889	273	616	12.9	43,466	45,517	42,558
16 -19 years	947	365	582	13.7	47,076	49,440	45,594
20 -23 years	975	376	599	14.0	49,375	50,145	48,892
24 -27 years	835	303	532	12.0	52,580	54,038	51,750
28 -31 years	455	197	258	6.6	53,670	57,282	50,912
32 -35 years	201	89	112	2.9	54,043	59,187	49,955
over 35 years	129	58	71	1.9	58,723	71,466	48,312
All Positions	**6,920**	**2,562**	**4,358**	**100.0**	**$43,966**	**$46,189**	**$42,659**

Canadian salaries converted to U.S. dollars; see Table 28 for salaries in Canadian dollars.

TABLE 20: NUMBER AND AVERAGE SALARIES OF U.S. ARL UNIVERSITY MINORITY LIBRARIANS
BY YEARS OF EXPERIENCE, FISCAL YEAR 1995

	Number of Staff				Average Salaries		
Experience	**Total**	**Men**	**Women**	**% of Total**	**Combined**	**Men**	**Women**
0 - 3 years	93	27	66	12.9	$29,424	$30,037	$29,173
4 - 7 years	117	31	86	16.2	35,052	35,619	34,848
8 -11 years	94	26	68	13.0	38,082	41,899	36,622
12 -15 years	69	19	50	9.6	41,882	42,284	41,729
16 -19 years	54	14	40	7.4	45,901	47,133	45,470
20 -23 years	88	26	62	12.1	48,513	50,486	47,686
24 -27 years	102	29	73	14.0	47,865	47,671	47,942
28 -31 years	55	17	38	7.6	50,543	55,790	48,196
32 -35 years	29	14	15	4.0	59,053	65,004	53,498
over 35 years	23	3	20	3.2	42,457	*	*
All Positions	**724**	**206**	**518**	**100.0**	**$41,997**	**$44,485**	**$41,008**

Excludes all Canadian libraries.
N/A - No positions were reported in this category.

TABLE 21: AVERAGE SALARY FOR SELECTED POSITIONS BY YEARS OF EXPERIENCE

FISCAL YEAR 1995

Position	Years of Experience						
	0-3 years	4-7 years	8-11 years	12-15 years	16-19 years	20-23 years	24 or more years
Director	•	N/A	•	N/A	$96,658	$102,624	$106,222
Associate Director	•	•	$70,514	67,511	71,385	71,774	72,314
Assistant Director	•	$50,745	61,829	57,146	62,862	62,774	66,522
Head, Branch	$34,952	38,315	43,170	49,397	48,108	51,100	54,666
Functional Specialist	30,821	36,020	40,685	42,812	44,542	45,884	47,526
Subject Specialist	30,902	37,498	41,839	46,248	46,160	46,143	51,035
Dept. Head: Aquisitions	40,423	35,302	45,080	40,928	47,877	45,332	52,267
Reference	•	42,788	45,763	46,316	49,711	47,698	52,770
Cataloging	•	39,868	42,285	45,268	48,065	49,896	51,950
Serials	•	37,311	•	•	47,454	44,876	52,809
Documents/Maps	•	35,226	44,653	•	46,711	44,190	49,584
Circulation	36,392	39,587	43,791	41,616	44,890	46,666	48,529
Rare Books/Manuscripts	•	41,560	45,493	51,080	55,238	50,979	54,468
Computer Systems	•	45,535	52,686	56,216	53,838	55,136	59,507
Other	34,002	38,314	41,955	44,823	48,311	50,082	53,838
All Positions: Average Salary	**$32,605**	**$38,059**	**$43,895**	**$47,522**	**$50,790**	**$52,514**	**$58,456**
No. of positions	**329**	**578**	**605**	**185**	**604**	**662**	**1,065**

Experience reflects total professional experience.

Canadian salaries converted to U.S. dollars.

Excludes staff in law and medical libraries.

N/A - No positions reported in this category.

• - Salary information is not published for fewer than four individuals.

TABLE 22: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY TYPE OF INSTITUTION, FISCAL YEAR 1995

Position	All Combined (108)*		Public (65)		Private (30)	
	No.	Salary	No.	Salary	No.	Salary
Director	104	$104,832	63	$101,686	28	$123,844
Associate Director	164	71,537	101	69,518	44	79,762
Assistant Director	238	63,218	136	61,051	80	69,164
Head, Branch	567	48,148	351	47,032	169	50,296
Functional Specialist	746	39,274	402	38,274	276	40,288
Subject Specialist	752	43,997	416	43,250	278	45,161
Dept. Head: Acquisitions	107	46,896	65	46,703	30	46,613
Reference	128	48,081	75	47,966	43	48,939
Cataloging	176	47,573	93	46,381	69	49,152
Serials	43	47,211	24	46,210	16	49,157
Documents/Maps	95	44,981	62	45,080	22	43,411
Circulation	96	43,470	55	43,781	32	42,810
Rare Books/Manuscripts	97	51,371	56	50,701	30	54,672
Computer Systems	72	52,654	37	51,279	27	54,250
Other	643	46,049	355	44,725	221	47,911
Reference: Over 14 years experience	609	43,005	362	43,041	143	41,712
10 to 14 years experience	227	37,430	145	37,136	60	37,670
5 to 9 years experience	316	33,194	188	32,541	92	34,745
Under 5 years experience	271	29,127	182	28,331	60	31,212
Cataloging: Over 14 years experience	464	41,213	236	40,570	160	41,195
10 to 14 years experience	150	37,304	71	35,824	61	38,327
5 to 9 years experience	205	34,007	109	33,568	83	34,844
Under 5 years experience	163	29,380	84	27,950	74	30,985
Other: Over 14 years experience	215	44,589	151	44,630	39	43,406
10 to 14 years experience	79	39,915	53	40,026	23	39,767
5 to 9 years experience	92	34,696	54	34,274	24	35,092
Under 5 years experience	101	29,626	73	28,473	24	33,272
All Positions	**6,920**	**43,966**	**3,999**	**43,172**	**2,208**	**45,308**

( ) Indicates the number of ARL libraries in each category.

* - Includes 13 Canadian libraries not included in the Public\Private columns.

Canadian salaries converted to U.S. dollars. For average Canadian salaries (expressed in U.S. dollars) refer to Table 24; Table 26 shows Canadian salaries in Canadian dollars.

TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY SIZE OF PROFESSIONAL STAFF, FISCAL YEAR 1995

Position		Staff Over 124 (4)		Staff 75-124 (24)		Staff 50-74 (31)		Staff 1-49 (49)	
		No.	Salary	No.	Salary	No.	Salary	No.	Salary
Director		4	$137,691	24	$115,564	29	$107,614	47	$94,840
Associate Director		53	82,091	49	74,337	50	69,735	52	67,992
Assistant Director		11	76,644	71	68,677	62	62,671	94	57,885
Head, Branch		65	53,943	213	51,015	145	45,847	144	43,609
Functional Specialist		95	43,597	248	40,012	202	38,134	201	37,467
Subject Specialist		93	48,046	321	45,594	211	41,228	127	41,598
Dept. Head:	Acquisitions	5	63,457	21	47,765	31	46,461	50	45,145
	Reference	14	49,615	32	52,498	35	46,456	47	45,825
	Cataloging	24	53,385	49	48,919	47	46,015	56	45,214
	Serials	2	59,567	11	52,482	11	44,170	19	44,620
	Documents/Maps	5	51,620	29	45,671	26	42,546	35	45,270
	Circulation	13	43,370	22	47,132	22	42,356	39	42,066
	Rare Books/Manuscripts	9	61,395	24	54,115	26	48,721	38	49,076
	Computer Systems	5	69,619	15	57,175	24	52,103	28	47,675
	Other	67	48,854	226	49,574	183	44,094	167	42,297
Reference:	Over 14 years experience	39	47,844	204	42,887	147	42,635	219	42,502
	10 to 14 years experience	20	41,089	64	39,351	58	34,976	85	36,797
	5 to 9 years experience	25	35,771	104	34,088	79	32,481	108	32,257
	Under 5 years experience	18	32,062	58	30,099	81	28,124	114	28,881
Cataloging:	Over 14 years experience	44	44,681	161	41,868	121	39,910	138	40,485
	10 to 14 years experience	28	40,625	49	38,944	44	35,328	29	34,322
	5 to 9 years experience	35	36,820	76	35,164	47	31,611	47	32,437
	Under 5 years experience	27	32,951	39	30,027	44	28,725	53	27,630
Other:	Over 14 years experience	24	48,071	82	45,485	67	43,334	42	42,851
	10 to 14 years experience	8	39,672	39	40,691	22	38,619	10	39,931
	5 to 9 years experience	9	34,777	30	35,998	33	33,891	20	34,036
	Under 5 years experience	13	34,011	38	29,961	28	28,129	22	28,360
All Positions		**715**	**$47,066**	**2,299**	**$45,534**	**1,875**	**$42,568**	**2,031**	**$39,151**

( ) Indicates the number of ARL libraries in each category.
Canadian salaries converted to U.S. dollars.

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TABLE 24: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION, FISCAL YEAR 1995

Position		Northeast		North Central		South			West		Canada
		New England (8)	Middle Atlantic (14)	East N.Central (16)	West N.Central (7)	South Atlantic (17)	East S.Central (5)	West S.Central (8)	Mountain (7)	Pacific (13)	(13)
Director		$114,634	$123,607	$111,090	$110,194	$103,665	$98,673	$96,641	$95,435	$107,522	$79,130
Associate Director		77,695	84,537	68,813	71,373	69,250	63,587	63,830	65,581	73,892	63,219
Assistant Director		79,184	67,041	66,799	65,044	58,485	55,052	54,517	59,428	69,475	54,996
Branch Head		52,440	52,505	46,420	42,550	42,444	43,338	41,290	49,281	52,432	48,760
Subject Specialist		42,127	39,464	36,359	38,819	37,323	34,982	34,479	37,004	45,675	41,070
Functional Specialist		47,960	46,948	41,725	40,052	37,960	33,775	35,321	42,710	50,562	43,785
Dept. Head	Acquisitions	54,949	45,902	47,045	44,412	46,101	*	39,663	44,562	50,661	48,651
	Reference	51,986	50,523	49,038	47,920	44,986	47,310	45,765	45,057	52,828	45,249
	Cataloging	53,621	47,195	46,227	45,261	46,160	46,764	40,944	44,057	52,139	47,714
	Serials	49,740	46,832	*	*	47,820	*	40,408	40,575	53,229	*
	Doc./Maps	56,022	50,255	42,836	45,227	40,991	37,962	36,893	43,475	50,296	47,564
	Circulation	43,774	43,109	42,203	44,036	42,221	38,155	40,947	38,821	52,633	43,912
	Rare Books/Manuscripts	60,986	59,341	48,106	47,114	47,215	*	42,737	46,469	56,162	45,779
	Comp./Systems	59,833	58,309	61,490	52,716	47,073	49,329	44,054	45,636	54,762	53,625
	Other	53,469	47,482	45,513	42,611	41,145	40,851	38,259	45,717	54,357	46,924
Reference	Over 14 yrs. exp	46,593	44,866	40,000	40,213	38,350	38,659	39,965	39,124	48,551	44,656
	10 - 14 yrs. exp	40,405	41,009	37,233	32,808	33,110	33,606	30,976	33,346	43,626	38,713
	5 - 9 yrs. exp	38,300	33,989	33,598	31,200	31,337	30,985	28,960	30,604	36,116	32,634
	Under 5 yrs. exp	31,860	30,712	29,276	27,486	28,198	28,511	27,513	26,717	31,048	29,805
Cataloging	Over 14 yrs. exp	44,833	42,006	38,843	39,646	36,277	36,809	32,071	38,093	48,314	43,486
	10 - 14 yrs. exp	42,455	37,469	32,672	33,630	32,264	33,866	30,592	34,300	42,543	39,672
	5 - 9 yrs. exp	38,049	35,990	32,200	31,660	30,287	31,886	27,549	29,931	40,188	32,341
	Under 5 yrs. exp	33,492	30,238	29,017	24,953	29,305	28,651	26,100	28,320	30,532	29,659
Other	Over 14 yrs. exp	49,606	41,894	46,927	42,689	39,208	*	41,742	41,193	48,690	46,184
	10 - 14 yrs. exp	41,212	39,928	39,319	*	35,042	37,216	*	*	44,777	39,087
	5 - 9 yrs. exp	35,765	33,304	35,638	32,486	32,265	31,852	*	32,306	43,623	35,647
	Under 5 yrs. exp	37,257	30,815	29,073	26,572	27,436	*	25,463	28,591	33,568	28,776
All Positions:	**Avg. Salary**	**$47,938**	**$46,158**	**$42,983**	**$41,600**	**$40,368**	**$39,574**	**$38,231**	**$40,444**	**$49,654**	**$44,262**
	No. of Staff	**747**	**1,044**	**1,083**	**408**	**943**	**263**	**425**	**414**	**880**	**713**

( ) Indicates number of ARL libraries included
Canadian salaries expressed in U.S. dollars
* - Salary data are not published when fewer than four individuals are involved

Region	No. of libs.	ARL University Libraries Included	States/Provinces Included
Northeast			
1 New England	(8)	Boston, Brown, Connecticut, Dartmouth, Harvard, Massachusetts Institute of Technology, Massachusetts, Yale	Conn., Mass., Me., N.H., R.I., Vt.
2 Middle Atlantic	(14)	Columbia, Cornell, New York, Pennsylvania, Pennsylvania State, Pittsburgh, Princeton, Rochester, Rutgers, State University of New York - Albany, Buffalo, Stony Brook, Syracuse, Temple	N.J., N.Y., Pa.
North Central			
3 East North Central	(16)	Case Western Reserve, Chicago, Cincinnati, Illinois, Chicago, Illinois, Urbana, Indiana, Kent State, Michigan, Michigan State, Notre Dame, Northwestern, Ohio State, Purdue, Southern Illinois, Wayne State, Wisconsin	Ill., Ind., Mich., Ohio, Wis.
4 West North Central	(7)	Iowa, Iowa State, Kansas, Minnesota, Missouri, Nebraska, Washington University	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
South			
5 South Atlantic	(17)	Delaware, Duke, Emory, Florida, Florida State, Georgia, Georgia Tech., Georgetown, Howard, Johns Hopkins, Maryland, Miami, North Carolina, North Carolina State, South Carolina, Virginia, Virginia Tech	Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.
6 East South Central	(5)	Alabama, Auburn, Kentucky, Tennessee, Vanderbilt	Ala., Ky., Miss., Tenn.
7 West South Central	(8)	Houston, Louisiana State, Oklahoma, Oklahoma State, Rice, Texas, Texas A&M, Tulane	Ark., La., Okla., Tex.
West			
8 Mountain	(7)	Arizona, Arizona State, Brigham Young, Colorado, Colorado State, New Mexico, Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9 Pacific	(13)	University of California - Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara, Hawaii, Oregon, Southern California, Stanford, Washington, Washington State	Alaska, Calif., Hawaii, Ore., Wash.
Canada	(13)	Alberta, British Columbia, Guelph, Laval, McGill, McMaster, Manitoba, Queen's, Saskatchewan, Toronto, Waterloo, Western Ontario, York	Alta., B.C., Man., N. Br., Newf., N.S., Ont., P.E.I., Que., Sask.

Regions are based on the classification used by the U. S. Bureau of the Census in tabulations of the Current Population Survey.

CANADIAN ARL UNIVERSITY LIBRARIES

Tables 25-28

TABLE 25: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

IN ARL CANADIAN UNIVERSITY LIBRARIES

	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
Institution	FY 1995	FY 1994r	FY 1995	FY 1994r	FY 1995	FY 1994r	FY 1995	FY 1995
Alberta	64	$57,718	$56,911	$57,003	$55,526	$33,692	$33,144	17.5
British Columbia	75	59,761	61,446	58,197	59,851	34,046	34,387	19.3
Guelph	27	59,087	58,428	63,015	63,018	32,270	32,270	17.6
Laval	71	59,137	58,770	58,768	58,768	33,690	33,690	20.1
McGill	69	57,510	58,142	55,728	56,937	32,300	32,300	16.1
McMaster*	28	56,956	57,033	55,721	55,949	32,766	32,766	18.8
Manitoba	45	56,283	56,036	56,520	56,479	27,101	27,448	17.8
Queen's	34	50,550	50,632	46,837	48,499	30,945	30,945	15.7
Saskatchewan	31	55,025	54,590	54,696	55,121	28,936	28,936	17.6
Toronto	144	62,655	61,925	66,353	66,091	33,100	31,500	16.4
Waterloo	44	54,626	54,456	54,240	53,401	32,379	32,379	17.2
Western Ontario*	35	55,128	55,073	55,932	56,335	37,690	37,690	18.9
York	46	61,404	61,097	66,396	65,446	36,987	36,990	20.5

r - Figures revised from 1993 Survey
* - See Footnotes
Salaries expressed in Canadian dollars
See Tables 29 and 36 for statistics related to medical and law library salaries

TABLE 26: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FISCAL YEAR 1995

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
Director	13	8	5	$105,885	$103,386	$109,883
Associate Director	19	9	10	84,593	83,286	85,769
Assistant Director	22	9	13	73,591	74,612	72,884
Head, Branch	47	18	29	65,246	65,760	64,927
Functional Specialist	68	33	35	54,956	56,749	53,265
Subject Specialist	58	27	31	58,589	59,245	58,017
Dept. Head: Acquisitions	12	5	7	65,100	67,580	63,328
Reference	10	3	7	60,547	*	*
Cataloging	14	5	9	63,846	65,572	62,887
Serials	3	0	3	*	N/A	
Documents/Maps	11	4	7	63,645	61,620	64,803
Circulation	9	1	8	58,759	*	*
Rare Books/Manuscripts	11	8	3	61,257	*	*
Computer Systems	8	8	0	71,755	71,755	N/A
Other	67	13	54	62,789	61,171	63,178
Reference: Over 14 years experience	104	30	74	59,754	58,913	60,095
10 to 14 years experience	22	4	18	51,802	52,052	51,747
5 to 9 years experience	36	7	29	43,667	46,425	43,002
Under 5 years experience	29	6	23	39,882	38,840	40,154
Cataloging: Over 14 years experience	68	25	43	58,188	57,892	58,361
10 to 14 years experience	18	5	13	53,086	53,529	52,915
5 to 9 years experience	13	3	10	43,275	*	*
Under 5 years expenrience	5	3	2	39,687	*	*
Other: Over 14 years experience	25	8	17	61,799	61,206	62,079
10 to 14 years experience	3	1	2	*	*	*
5 to 9 years experience	14	3	11	47,699	*	*
Under 5 years experience	4	1	3	38,505	*	*
All Positions	**713**	**247**	**466**	**$59,226**	**$61,462**	**$58,041**

Excludes Canadian medical and law libraries

Salaries expressed in Canadian dollars

* - Salary information is not published when fewer than four individuals are involved

N/A - No positions were reported for this category

TABLE 27: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL CANADIAN UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FISCAL YEAR 1995

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director	13	8	5	24.1	23.4	25.2
Associate Director	19	9	10	24.1	25.2	23
Assistant Director	22	9	13	23.5	25.3	22.2
Head, Branch	47	18	29	19.7	19.4	19.8
Functional Specialist	68	33	35	14.9	16.2	13.8
Subject Specialist	58	27	31	20.3	23	17.9
Dept Head Acquisitions	12	5	7	20.3	22.4	18.9
Reference	10	3	7	18.2	23	16.1
Cataloging	14	5	9	20.7	24.2	18.8
Serials	3	0	3	23	N/A	23
Documents/Maps	11	4	7	24	21.3	25.6
Circulation	9	1	8	14.1	16	13.9
Rare Books/Manuscripts	11	8	3	19.8	20	19.3
Computer Systems	8	8	0	19	19	N/A
Other	67	13	54	17.5	20	16.9
Public Services	29	8	21	14.7	16.1	14.1
Technical Services	12	3	9	18.5	15.7	19.4
Administrative Services	5	2	3	17.2	24.5	12.3
Reference	191	47	144	15.5	17.5	14.8
Cataloger	104	36	68	18.3	18.5	18.3
All Positions	**713**	**246**	**466**	**17.8**	**19.6**	**16.9**

Excludes Canadian medical and law libraries
Salaries expressed in this category
N/A - No positions in this category

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TABLE 28: NUMBER AND AVERAGE SALARIES OF ARL CANADIAN UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE, FISCAL YEAR 1995

	Number of Staff				Average Salaries		
Experience	**Total**	**Men**	**Women**	**% of Total**	**Combined**	**Men**	**Women**
0 - 3 years	48	13	35	6.8	$40,192	$39,338	$40,509
4 - 7 years	70	16	54	9.9	45,717	43,366	46,413
8 -11 years	71	18	53	9.9	52,697	58,425	50,751
12 -15 years	90	23	67	12.7	57,646	56,803	57,935
16 -19 years	104	38	66	14.6	60,463	61,100	60,096
20 -23 years	108	45	63	15.1	62,508	63,773	61,605
24 -27 years	126	54	72	17.7	67,396	68,457	66,600
28 -31 years	72	30	42	10.1	69,143	68,321	69,731
32 -35 years	18	8	10	2.3	68,168	65,097	70,624
over 35 years	6	2	4	0.9	72,200	79,504	68,549
All Positions	**713**	**247**	**466**	**100.0**	**$59,226**	**$61,462**	**$58,041**

Excludes Canadian medical and law libraries.
Salaries expressed in Canadian dollars.
• - Salary information is not published when fewer than four individuals are involved.

ARL UNIVERSITY MEDICAL LIBRARIES

Tables 29-35

TABLE 29: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY MEDICAL LIBRARIES, FY 1995

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Alabama	2	*	*	$21,400	10.0
Alberta (D)	7	$38,883	$39,238	24,769	14.0
Arizona	16	38,343	39,593	25,000	14.9
Boston University	7	40,262	40,600	26,000	11.1
British Columbia (D)	13	44,290	44,002	25,698	19.5
California Davis	10	46,053	43,992	28,668	12.0
California Irvine	4	50,238	50,238	28,668	18.5
California Los Angeles	17	52,218	52,176	28,668	17.9
California San Diego	9	45,298	41,160	28,668	12.3
Case Western	15	39,109	40,096	23,228	18.5
Cincinnati	15	36,925	35,379	22,807	13.9
Columbia	11	41,479	42,055	31,500	11.6
Connecticut	14	41,984	41,070	30,362	10.7
Dartmouth	9	36,031	36,201	26,000	10.6
Duke	19	39,422	38,925	28,100	13.4
Emory	16	38,313	38,568	25,000	14.7
Florida	13	34,119	35,460	26,000	17.2
Georgetown	12	39,593	37,570	24,000	13.2
Harvard	27	49,153	42,767	31,400	14.0
Howard	4	*	*	26,859	16.0
Illinois, Chicago	27	37,324	33,360	26,500	12.3
Iowa	9	37,766	36,748	26,700	19.1
Johns Hopkins	18	44,456	42,179	33,082	11.1
Kansas	14	35,259	36,575	30,000	11.3
Kentucky	11	38,924	39,573	25,500	14.1
McGill (D)	9	41,485	37,937	24,139	17.3
McMaster (D)	5	40,620	40,300	24,487	14.8
Manitoba (D)	6	39,055	33,286	20,513	16.0
Miami	9	44,238	43,100	24,500	27.0
Michigan	10	37,995	37,173	28,000	18.1
Michigan State	2	*	*	28,500	11.5
Minnesota	12	41,432	41,831	26,000	18.5
Missouri	8	30,313	29,913	23,000	13.6
Nebraska	11	36,301	37,174	20,000	12.6
New York University	13	47,032	49,055	31,000	12.4
North Carolina	24	38,876	38,418	26,500	12.4
Northwestern	14	38,434	32,248	26,000	12.1
Ohio State	11	33,285	31,320	25,488	8.5
Oklahoma	8	26,891	26,940	27,000	6.9

Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions.

D - Canadian salaries expressed in U.S. dollars.

* - Salary information is not published for fewer than 4 individuals.

TABLE 29: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY MEDICAL LIBRARIES, FY 1995

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Oklahoma State	3	*	*	$24,500	12.0
Pennsylvania	14	$39,313	$39,075	27,000	13.4
Pennsylvania State	5	40,101	39,588	29,500	15.8
Queen's (D)	6	35,680	36,219	23,126	18.3
Rochester	15	34,839	37,501	25,000	14.3
Saskatchewan (D)	2	*	*	21,625	12.5
South Carolina	5	34,516	33,970	24,500	14.6
Southern Illinois	5	40,740	38,976	28,000	11.0
Stanford	13	47,153	43,319	34,600	16.2
SUNY Buffalo	17	40,145	38,490	25,309	13.9
Temple	10	39,801	39,130	27,000	20.2
Toronto (D)	11	52,540	49,919	23,541	15.7
Tulane	7	33,517	31,690	25,250	20.6
Utah	10	35,095	34,622	23,000	15.1
Vanderbilt	15	40,321	37,500	26,000	12.9
Virginia	13	37,467	36,600	28,000	12.0
Washington	21	36,502	35,616	25,000	13.8
Washington University	15	38,127	34,641	23,000	15.1
Wayne State	3	*	*	31,000	8.0
Western Ontario (D)	6	35,457	35,779	28,167	12.7
Wisconsin	16	39,878	37,775	26,345	16.4
Yale	10	44,066	42,191	31,500	12.2

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Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions.

D - Canadian salaries expressed in U.S. dollars.

* - Salary information is not published for fewer than 4 individuals.

TABLE 30: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1995

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 30,000 and over
2 - 28,000-29,999
3 - 26,000-27,999
4 - 25,000-25,999
5 - 24,000-24,999
6 - 23,000-23,999
7 - 22,000-22,000
8 - below 22,000

Group	Rank	Institution	Salary
1	1	Stanford	$34,600
	2	Johns Hopkins	33,082
	3	Columbia	31,500
	3	Yale	31,500
	5	Harvard	31,400
	6	New York University	31,000
	6	Wayne State	31,000
	8	Connecticut	30,362
	9	Kansas	30,000
2	10	Pennsylvania State	29,500
	11	California Davis	28,668
	11	California Irvine	28,668
	11	California Los Angeles	28,668
	11	California San Diego	28,668
	15	Michigan State	28,500
	16	Western Ontario	28,167
	17	Duke	28,100
	18	Michigan	28,000
	18	Southern Illinois	28,000
	18	Virginia	28,000
3	21	Oklahoma	27,000
	21	Pennsylvania	27,000
	21	Temple	27,000
	24	Howard	26,859
	25	Iowa	26,700
	26	Illinois, Chicago	26,500
	26	North Carolina	26,500
	28	Wisconsin	26,345
	29	Boston University	26,000
	29	Dartmouth	26,000
	29	Florida	$26,000
	29	Minnesota	26,000
	29	Northwestern	26,000
	29	Vanderbilt	26,000
4	35	British Columbia	25,698
	36	Kentucky	25,500
	37	Ohio State	25,488
	38	SUNY Buffalo	25,309
	39	Tulane	25,250
	40	Arizona	25,000
	40	Emory	25,000
	40	Rochester	25,000
	40	Washington	25,000
5	44	Alberta	24,769
	45	Miami	24,500
	45	Oklahoma State	24,500
	45	South Carolina	24,500
	48	McMaster	24,487
	49	McGill	24,139
	50	Georgetown	24,000
6	51	Toronto	23,541
	52	Case Western	23,228
	53	Queen's	23,126
	54	Missouri	23,000
	54	Utah	23,000
	54	Washington University	23,000
7	57	Cincinnati	22,807
8	58	Saskatchewan	21,625
	59	Alabama	21,400
	60	Manitoba	20,513
	61	Nebraska	20,000

Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent the officially designated base, not necessarily salaries of actual incumbents.

TABLE 31: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1995

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 44,000 and over
2 - 42,000-43,999
3 - 40,000-41,999
4 - 38,000-39,999
5 - 36,000-37,999
6 - 34,000-35,999
7 - 32,000-33,999
8 - 30,000-31,999
9 - below 30,000

Group	Rank	Institution	Salary
1	1	California, Los Angeles	$52,176
	2	California, Irvine	50,238
	3	Toronto	49,919
	4	New York University	49,055
	5	British Columbia	44,002
2	6	California, Davis	43,992
	7	Stanford	43,319
	8	Miami	43,100
	9	Harvard	42,767
	10	Yale	42,191
	11	Johns Hopkins	42,179
	12	Columbia	42,055
3	13	Minnesota	41,831
	14	California, San Diego	41,160
	15	Connecticut	41,070
	16	Boston University	40,600
	17	McMaster	40,300
	18	Case Western	40,096
4	19	Arizona	39,593
	20	Pennsylvania State	39,588
	21	Kentucky	39,573
	22	Temple	39,130
	23	Pennsylvania	39,075
	24	Southern Illinois	38,976
	25	Duke	38,925
	26	Emory	38,568
	27	SUNY Buffalo	38,490
	28	North Carolina	38,418
5	29	McGill	$37,937
	30	Wisconsin	37,775
	31	Georgetown	37,570
	32	Vanderbilt	37,500
	33	Nebraska	37,174
	34	Michigan	37,173
	35	Iowa	36,748
	36	Virginia	36,600
	37	Kansas	36,575
	38	Queen's	36,219
	39	Dartmouth	36,201
6	40	Western Ontario	35,779
	41	Washington	35,616
	42	Florida	35,460
	43	Cincinnati	35,379
	44	Washington University	34,641
	45	Utah	34,622
7	46	South Carolina	33,970
	47	Rochester	33,501
	48	Illinois, Chicago	33,360
	49	Manitoba	33,286
	50	Northwestern	32,248
8	51	Tulane	31,690
	52	Ohio State	31,320
9	53	Missouri	29,913
	54	Oklahoma State	27,600
	55	Alabama	26,921

Canadian salaries expressed in U.S. dollars.
Salaries of Directors are not included in the calculation of median salaries.
Alberta, Howard, Michigan State, Oklahoma, Saskatchewan and Wayne State are not included in the rankings because they reported fewer than four librarians.

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TABLE 32: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1995

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 47,000 and over
2 - 44,000-46,999
3 - 41,000-43,999
4 - 39,000-40,999
5 - 37,000-38,999
6 - 35,000-36,999
7 - 33,000-34,999
8 - 31,000-32,999
9 - below 30,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Toronto	$52,540	5	30	Kentucky	$38,924
	2	California, Los Angeles	52,218		31	North Carolina	38,876
	3	California, Irvine	50,238		32	Northwestern	38,434
	4	Harvard	49,153		33	Arizona	38,343
	5	Stanford	47,153		34	Emory	38,313
	6	New York University	47,032		35	Washington University	38,127
2	7	California, Davis	46,053		36	Michigan	37,995
	8	California, San Diego	45,298		37	Iowa	37,766
	9	Johns Hopkins	44,456		38	Virginia	37,467
	10	British Columbia	44,290		39	Illinois, Chicago	37,324
	11	Miami	44,238	6	40	Cincinnati	36,925
	12	Yale	44,066		41	Washington	36,502
3	13	Connecticut	41,984		42	Nebraska	36,301
	14	McGill	41,485		43	Dartmouth	36,031
	15	Columbia	41,479		44	Queen's	35,680
	16	Minnesota	41,432		45	Western Ontario	35,457
4	17	Southern Illinois	40,740		46	Kansas	35,259
	18	McMaster	40,620		47	Utah	35,095
	19	Vanderbilt	40,321	7	48	Rochester	34,839
	20	Boston University	40,262		49	South Carolina	34,516
	21	SUNY Buffalo	40,145		50	Florida	34,119
	22	Pennsylvania State	40,101		51	Tulane	33,517
	23	Wisconsin	39,878		52	Ohio State	33,285
	24	Temple	39,801	8	53	Missouri	30,313
	25	Georgetown	39,593	9	54	Oklahoma State	27,600
	26	Duke	39,422		55	Alabama	26,921
	27	Pennsylvania	39,313				
	28	Case Western	39,109				
	29	Manitoba	39,055				

Canadian salaries expressed in U.S. dollars.
Salaries of Directors are not included in the calculation of average salaries.
Alberta, Howard, Michigan State, Oklahoma, Saskatchewan and Wayne State are not included in the rankings because they reported fewer than four librarians.

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TABLE 33: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FISCAL YEAR 1995

Position		Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
Director		53	23	30	$75,768	$78,054	$74,016
Associate Director		25	2	23	57,872	*	*
Assistant Director		25	7	18	48,725	51,994	47,454
Head, Branch		20	3	17	47,142	*	*
Functional Specialist		56	27	29	36,035	35,423	36,605
Subject Specialist		25	5	20	41,135	39,367	41,577
Dept. Head	Acquisitions	16	1	15	38,248	*	*
	Reference	35	4	31	43,676	50,087	42,849
	Cataloging	17	3	14	39,603	*	*
	Serials	10	0	10	38,076	N/A	38,076
	Documents/Maps	1	0	1	*	N/A	*
	Circulation	14	3	11	37,368	*	*
	Rare Books/Manuscripts	9	3	6	44,567	*	*
	Computer Systems	14	6	8	46,003	47,174	45,124
	Other	63	11	52	44,292	39,043	45,403
Reference	Over 14 years experience	65	14	51	40,476	40,606	40,441
	10 to 14 years experience	44	7	37	39,946	39,487	40,033
	5 to 9 years experience	49	8	41	33,526	36,095	33,025
	Under 5 years experience	54	12	42	29,618	29,175	29,745
Cataloging	Over 14 years experience	9	2	7	38,766	*	*
	10 to 14 years experience	5	0	5	34,744	N/A	34,744
	5 to 9 years experience	6	0	6	36,128	N/A	36,128
	Under 5 years experience	5	0	5	31,749	N/A	31,749
Other	Over 14 years experience	30	5	25	43,639	41,809	44,006
	10 to 14 years experience	11	3	8	37,470	*	*
	5 to 9 years experience	7	2	5	36,316	*	*
	Under 5 years experience	15	1	14	32,269	*	*
All Positions		**683**	**152**	**531**	**$42,821**	**$45,528**	**$42,046**

Canadian salaries converted to U.S. dollars

* - Salaries not published whenever fewer than four individuals are involved

N/A - No positions reported in this category

TABLE 34: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FISCAL YEAR 1995

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director	53	23	30	22.9	23.5	22.4
Associate Director	25	2	23	19.3	11.5	20.0
Assistant Director	25	7	18	21.8	20.1	22.5
Head, Branch	20	3	17	19.5	22.3	18.9
Functional Specialist	56	27	29	9.1	8.6	9.6
Subject Specialist	25	5	20	15.4	14.0	15.7
Dept. Head: Acquisitions	16	1	15	13.7	16.0	13.5
Reference	35	4	31	15.9	14.3	16.1
Cataloging	17	3	14	17.2	14.0	17.9
Serials	10	0	10	14.9	N/A	14.9
Documents/Maps	1	0	1	26.0	N/A	26.0
Circulation	14	3	11	12.4	10.3	13.0
Rare Books/Manuscripts	9	3	6	19.6	20.3	19.2
Computer Systems	14	6	8	11.4	12.8	10.3
Other	63	11	52	15.1	12.5	15.6
Public Services	35	6	29	12.3	16.0	11.6
Technical Services	17	2	15	16.7	12.0	17.3
Administrative Services	11	3	8	11.3	12.0	11.0
Reference	212	41	171	11.3	11.0	11.4
Cataloger	25	2	23	11.8	17.0	11.3
All Positions	**683**	**152**	**531**	**14.3**	**14.1**	**14.3**

N/A - No positions reported in this category

TABLE 35: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FISCAL YEAR 1995

	Number of Staff				Average Salaries		
Experience	**Total**	**Men**	**Women**	**% of Total**	**Combined**	**Men**	**Women**
0 - 3 years	81	20	61	11.9	$31,205	$31,921	$30,971
4 - 7 years	103	24	79	15.1	33,825	35,233	33,397
8 -11 years	101	26	75	14.8	38,647	38,836	38,581
12 -15 years	97	19	78	14.2	42,936	43,047	42,908
16 -19 years	107	20	87	15.7	43,377	44,851	43,038
20 -23 years	88	18	70	12.9	52,935	54,785	52,460
24 -27 years	60	10	50	8.8	50,250	62,802	47,740
28 -31 years	26	9	17	3.8	62,765	70,320	58,766
32 -35 years	10	2	8	1.4	65,601	*	*
over 35 years	10	4	6	1.4	56,418	64,467	51,051
All Positions	**683**	**152**	**531**	**100.0**	**$42,821**	**$45,528**	**$42,046**

Canadian salaries expressed in U.S. dollars.
* - Salary information is not published when fewer than four individuals are involved.

ARL UNIVERSITY LAW LIBRARIES

Tables 36-42

TABLE 36: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY LAW LIBRARIES, FY 1995

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Alabama	7	$34,596	$35,180	$23,500	11.7
Alberta (D)	6	38,234	37,942	24,769	16.8
Arizona	7	39,660	42,042	28,000	20.4
Arizona State	8	46,239	46,102	25,000	20.1
Boston University	10	44,289	39,700	34,000	11.6
British Columbia (D)	3	*	*	25,698	28.0
California Berkeley	15	48,967	47,124	28,668	13.9
California Davis	5	52,898	49,840	28,668	18.0
California Los Angeles	8	49,563	50,496	28,668	12.4
Case Western	10	35,587	33,653	27,192	11.3
Cincinnati	7	39,270	42,929	22,807	18.3
Colorado	6	41,275	37,260	26,000	18.0
Columbia	15	47,065	46,691	31,500	9.2
Connecticut	10	43,453	41,151	30,362	10.3
Cornell	8	41,610	35,440	29,750	9.5
Duke	9	45,708	45,484	28,100	13.3
Emory	7	43,182	44,486	25,000	15.9
Florida	11	36,903	36,150	28,000	17.9
Florida State	8	36,305	35,960	25,000	15.5
Georgetown	23	50,098	45,400	32,000	17.0
Georgia	9	38,075	36,337	24,000	18.7
Harvard	42	51,404	51,605	31,400	12.8
Hawaii	5	44,798	45,616	33,312	15.2
Houston	12	35,717	38,100	26,000	15.0
Howard	3	*	*	26,859	14.7
Illinois, Urbana	6	45,767	33,500	27,000	10.7
Indiana	8	40,228	41,066	26,919	11.5
Iowa	13	43,268	40,000	26,700	12.8
Kansas	4	*	*	25,000	16.8
Kentucky	4	*	*	25,500	13.8
Louisiana State	8	34,175	30,225	25,500	16.9
McGill (D)	6	42,792	42,405	24,139	16.7
Manitoba (D)	3	*	*	20,513	10.0
Miami	17	37,873	33,742	28,000	12.2
Michigan	11	44,642	39,433	28,000	13.6
Minnesota	9	43,113	41,700	26,000	15.0
Missouri	6	34,779	34,353	25,000	9.8
Nebraska	5	36,908	37,577	25,000	10.8

Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions

D - Canadian salaries expressed in U.S. dollars

* - Salary information is not published for fewer than 4 individuals

TABLE 36: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE

ARL UNIVERSITY LAW LIBRARIES, FY 1995

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
New Mexico	4	•	•	$30,000	17.0
New York University	18	$54,841	$49,500	31,000	14.2
North Carolina	9	39,071	35,171	27,000	16.3
Northwestern	8	45,140	40,847	26,000	17.5
Notre Dame	7	48,898	45,800	29,000	12.4
Ohio State	8	37,032	34,908	28,644	12.1
Oklahoma	7	32,022	30,186	21,100	8.0
Oregon	6	35,325	33,000	25,000	8.7
Pennsylvania	12	46,536	46,000	28,000	10.3
Queen's (D)	4	•	•	23,126	18.5
Saskatchewan (D)	2	•	•	21,625	20.5
South Carolina	8	35,220	36,896	24,500	13.1
Southern Illinois	7	41,385	42,837	29,500	11.3
Stanford	8	51,890	49,013	34,600	24.9
SUNY Buffalo	9	41,645	43,018	25,309	15.0
Temple	10	37,034	34,009	24,600	14.6
Tennessee	7	52,347	55,483	25,000	18.7
Texas	21	34,318	30,750	24,000	12.4
Toronto (D)	5	40,247	41,376	23,541	9.0
Tulane	10	36,832	35,000	25,250	12.7
Utah	7	35,971	35,472	23,000	10.4
Vanderbilt	9	41,274	36,975	26,000	13.6
Virginia	11	45,510	44,350	28,000	15.5
Washington	14	39,702	36,480	33,000	12.0
Washington University	7	37,487	33,613	28,512	13.0
Wayne State	5	43,031	42,262	31,000	10.2
Western Ontario (D)	2	•	•	28,167	22.0
Wisconsin	14	37,082	34,319	26,345	13.7
Yale	14	46,515	42,073	31,500	15.9
York (D)	6	41,264	34,979	27,644	21.2

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Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions.

D - Canadian salaries expressed in U.S. dollars

• - Salary information is not published for fewer than 4 individuals

TABLE 37: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1995

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges

1 - 31,000 and over	6 - 26,000-26,999
2 - 30,000-30,999	7 - 25,000-25,999
3 - 29,000-29,999	8 - 24,000-24,999
4 - 28,000-28,999	9 - 23,000-23,999
5 - 27,000-27,999	10 - below 23,000

Group	Rank	Institution	Salary
1	1	Stanford	$34,600
	2	Boston University	34,000
	3	Hawaii	33,312
	4	Washington	33,000
	5	Georgetown	32,000
	6	Columbia	31,500
	6	Yale	31,500
	8	Harvard	31,400
	9	New York University	31,000
	9	Wayne State	31,000
2	11	Connecticut	30,362
	12	New Mexico	30,000
3	13	Cornell	29,750
	14	Southern Illinois	29,500
	15	Notre Dame	29,000
4	16	California, Berkeley	28,668
	16	California, Davis	28,668
	16	California, Los Angeles	28,668
	19	Ohio State	28,644
	20	Washington University	28,512
	21	Western Ontario	28,167
	22	Duke	28,100
	23	Arizona	28,000
	23	Florida	28,000
	23	Miami	28,000
	23	Michigan	28,000
	23	Pennsylvania	28,000
	23	Virginia	28,000
5	29	York	27,644
	30	Case Western	27,192
	31	Illinois, Urbana	27,000
	31	North Carolina	27,000
6	33	Indiana	$26,919
	34	Howard	26,859
	35	Iowa	26,700
	36	Wisconsin	26,345
	37	Colorado	26,000
	37	Houston	26,000
	37	Minnesota	26,000
	37	Northwestern	26,000
	37	Vanderbilt	26,000
7	42	British Columbia	25,698
	43	Kentucky	25,500
	43	Louisiana State	25,500
	45	SUNY Buffalo	25,309
	46	Tulane	25,250
	47	Arizona State	25,000
	47	Emory	25,000
	47	Florida State	25,000
	47	Kansas	25,000
	47	Missouri	25,000
	47	Nebraska	25,000
	47	Oregon	25,000
	47	Tennessee	25,000
8	55	Alberta	24,769
	56	Temple	24,600
	57	South Carolina	24,500
	58	McGill	24,139
	59	Georgia	24,000
	59	Texas	24,000
9	61	Toronto	23,541
	62	Alabama	23,500
	63	Queen's	23,126
	64	Utah	23,000
10	65	Cincinnati	22,807
	66	Saskatchewan	21,625
	67	Oklahoma	21,100
	68	Manitoba	20,513

Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

TABLE 38: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1995

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 49,000 and over	6 - 38,000-39,999
2 - 46,000-48,999	7 - 36,000-37,999
3 - 44,000-45,999	8 - 34,000-35,999
4 - 42,000-43,999	9 - 32,000-33,999
5 - 40,000-41,999	10 - below 32,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Tennessee	$55,483	7	33	Alberta	$37,942
	2	Harvard	51,605		34	Nebraska	37,577
	3	California, Los Angeles	50,496		35	Colorado	37,260
	4	California, Davis	49,840		36	Vanderbilt	36,975
	5	New York University	49,500		37	South Carolina	36,896
	6	Stanford	49,013		38	Washington	36,480
2	7	California, Berkeley	47,124		39	Georgia	36,337
	8	Columbia	46,691		40	Florida	36,150
	9	Arizona State	46,102	8	41	Florida State	35,960
	10	Pennsylvania	46,000		42	Utah	35,472
3	11	Notre Dame	45,800		43	Cornell	35,440
	12	Hawaii	45,616		44	Alabama	35,180
	13	Duke	45,484		45	North Carolina	35,171
	14	Georgetown	45,400		46	Tulane	35,000
	15	Emory	44,486		47	York	34,979
	16	Virginia	44,350		48	Ohio State	34,908
4	17	SUNY Buffalo	43,018		49	Missouri	34,353
	18	Cincinnati	42,929		50	Wisconsin	34,319
	19	Southern Illinois	42,837		51	Temple	34,009
	20	McGill	42,405	9	52	Miami	33,742
	21	Wayne State	42,262		53	Case Western	33,653
	22	Yale	42,073		54	Washington University	33,613
	23	Arizona	42,042		55	Illinois, Urbana	33,500
5	24	Minnesota	41,700		56	Oregon	33,000
	25	Toronto	41,376	10	57	Texas	30,750
	26	Connecticut	41,151		58	Louisiana State	30,225
	27	Indiana	41,066		59	Oklahoma	30,186
	28	Northwestern	40,847				
	29	Iowa	40,000				
6	30	Boston University	39,700				
	31	Michigan	39,433				
	32	Houston	38,100				

Canadian salaries expressed in U.S. dollars.

Salaries of directors are not included in the calculation of medians.

British Columbia, Howard, Kansas, Kentucky, Manitoba, New Mexico, Saskatchewan, Queen's and Western Ontario are not ranked because they reported fewer than four librarians.

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TABLE 39: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1995

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 49,000 and over	6 - 38,000-39,999
2 - 46,000-48,999	7 - 36,000-37,999
3 - 44,000-45,999	8 - 34,000-35,999
4 - 42,000-43,999	9 - 32,000-33,999
5 - 40,000-41,999	10 - below 32,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	New York University	$54,841	6	35	Washington	$39,702
	2	California, Davis	52,898		36	Arizona	39,660
	3	Tennessee	52,347		37	Cincinnati	39,270
	4	Stanford	51,890		38	North Carolina	39,071
	5	Harvard	51,404		39	Alberta	38,234
	6	Georgetown	50,098		40	Georgia	38,075
	7	California, Los Angeles	49,563	7	41	Miami	37,873
2	8	California, Berkeley	48,967		42	Washington University	37,487
	9	Notre Dame	48,898		43	Wisconsin	37,082
	10	Columbia	47,065		44	Temple	37,034
	11	Pennsylvania	46,536		45	Ohio State	37,032
	12	Yale	46,515		46	Nebraska	36,908
	13	Arizona State	46,239		47	Florida	36,903
3	14	Illinois, Urbana	45,767		48	Tulane	36,832
	15	Duke	45,708		49	Florida State	36,305
	16	Virginia	45,510	8	50	Utah	35,971
	17	Northwestern	45,140		51	Houston	35,717
	18	Hawaii	44,798		52	Case Western	35,587
	19	Michigan	44,642		53	Oregon	35,325
	20	Boston University	44,289		54	South Carolina	35,220
4	21	Connecticut	43,453		55	Missouri	34,779
	22	Iowa	43,268		56	Alabama	34,596
	23	Emory	43,182		57	Texas	34,318
	24	Minnesota	43,113		58	Louisiana State	34,175
	25	Wayne State	43,031	9	59	Oklahoma	32,022
	26	McGill	42,792				
5	27	SUNY Buffalo	41,645				
	28	Cornell	41,610				
	29	Southern Illinois	41,385				
	30	Colorado	41,275				
	31	Vanderbilt	41,274				
	32	York	41,264				
	33	Toronto	40,247				
	34	Indiana	40,228				

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of medians.
British Columbia, Howard, Kansas, Kentucky, Manitoba, New Mexico, Saskatchewan, Queen's and Western Ontario are not ranked because they reported fewer than four librarians.

TABLE 40: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS
BY POSITION AND SEX, FISCAL YEAR 1995

Position		Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
Director		60	34	26	$95,258	$97,756	$91,992
Associate Director		38	13	25	58,286	56,105	59,420
Assistant Director		34	10	24	57,096	61,120	55,419
Head, Branch		N/A	N/A	N/A	N/A	N/A	N/A
Functional Specialist		39	19	20	38,920	37,508	40,262
Subject Specialist		20	4	16	42,177	35,406	43,870
Dept. Head:	Acquisitions	25	3	22	40,788	*	*
	Reference	27	8	19	46,784	47,530	46,471
	Cataloging	31	4	27	43,860	54,740	42,249
	Serials	5	0	5	40,927	N/A	40,927
	Documents/Maps	12	0	12	36,123	N/A	36,123
	Circulation	19	6	13	37,978	37,107	38,380
	Rare Books/Manuscripts	7	4	3	45,049	*	*
	Computer Systems	11	7	4	41,971	42,164	41,634
	Other	54	20	34	44,944	48,176	43,043
Reference:	Over 14 years experience	33	9	24	43,971	44,035	43,947
	10 to 14 years experience	20	6	14	41,233	42,613	40,641
	5 to 9 years experience	32	8	24	38,823	37,580	39,237
	Under 5 years experience	38	9	29	35,419	36,998	34,929
Cataloging:	Over 14 years experience	27	7	20	40,167	46,808	37,842
	10 to 14 years experience	12	1	11	37,230	*	*
	5 to 9 years experience	15	6	9	33,411	36,040	31,658
	Under 5 years experience	9	1	8	30,839	*	*
Other:	Over 14 years experience	18	5	13	41,695	40,207	42,267
	10 to 14 years experience	5	2	3	38,681	*	*
	5 to 9 years experience	12	5	7	35,932	35,517	36,228
	Under 5 years experience	10	6	4	30,783	31,077	30,342
All Positions		**613**	**197**	**416**	**$47,791**	**$53,147**	**$45,255**

Canadian salaries converted to U.S. dollars.

* - Salaries not published whenever fewer than four individuals are involved.

N/A - No positions reported in this category.

TABLE 41: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS
BY POSITION AND SEX, FISCAL YEAR 1995

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
Director	60	34	26	21.3	22.3	19.9
Associate Director	38	13	25	17.4	17.8	17.2
Assistant Director	34	10	24	18.4	15.4	19.6
Head, Branch	N/A	N/A	N/A	N/A	N/A	N/A
Functional Specialist	39	19	20	9.9	7.7	12.0
Subject Specialist	20	4	16	13.0	10.8	13.5
Dept. Head: Acquisitions	25	3	22	16.8	16.0	16.9
Reference	27	8	19	13.8	11.5	14.8
Cataloging	31	4	27	17.6	20.5	17.1
Serials	5	0	5	13.2	N/A	13.2
Documents/Maps	12	0	12	15.1	N/A	15.1
Circulation	19	6	13	9.4	7.3	10.4
Rare Books/Manuscripts	7	4	3	11.7	10.0	14.0
Computer Systems	11	7	4	10.9	12.3	8.5
Other	54	20	34	15.2	13.8	16.1
Public Services	17	10	7	12.6	13.6	11.3
Technical Services	18	5	13	12.2	10.0	13.0
Administrative Services	10	3	7	8.9	2.3	11.7
Reference	123	32	91	10.5	12.1	9.9
Cataloger	63	15	48	13.2	14.1	13.0
All Positions	**613**	**197**	**416**	**14.1**	**14.2**	**14.1**

N/A - No positions reported in this category

TABLE 42: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS
BY YEARS OF EXPERIENCE AND SEX, FISCAL YEAR 1995

	Number of Staff				Average Salaries		
Experience	**Total**	**Men**	**Women**	**% of Total**	**Combined**	**Men**	**Women**
0 - 3 years	66	23	43	10.8	$33,248	$33,435	$33,148
4 - 7 years	104	35	69	17.0	36,919	39,121	35,803
8 -11 years	86	34	52	14.0	44,595	46,038	43,651
12 -15 years	93	23	70	15.2	45,867	49,932	44,531
16 -19 years	100	29	71	16.3	53,579	60,338	50,818
20 -23 years	74	15	59	12.0	55,080	75,465	49,898
24 -27 years	55	19	36	9.0	59,524	63,909	57,210
28 -31 years	19	11	8	3.1	66,501	72,246	58,602
32 -35 years	8	5	3	1.3	73,793	*	*
over 35 years	8	3	5	1.3	74,992	*	*
All Positions	**613**	**197**	**416**	**100.0**	**$47,791**	**$53,147**	**$45,255**

Canadian salaries expressed in U.S. dollars.

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ARL SALARY SURVEY 1994

Questionnaires and Instructions

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ARL SALARY SURVEY 1994
University Library Questionnaire

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

2. Individual salaries for the general, law, and medical library may be reported on the enclosed disk, using LOTUS 1-2-3 or Microsoft Excel (for Macintosh users). See "Instructions for Data Inputters" for each software package. Please DO NOT alter the worksheets on the disks in any way; do not change any page or line numbers. We **cannot** accept data in WordPerfect format because of uploading and conversion problems. If you are not able to produce data that can be saved in either Lotus or Excel, please submit your data using the printed forms. [If you have a word processing file with your data in properly labeled columns, you may submit a print-out of that file in lieu of the pre-printed forms.]

3. Salaries should be reported for both full-time and part-time professional positions. Salaries for part-time positions should **NOT** be converted to their full-time equivalents; report the actual part-time salary paid, and indicate the percent appointment for that employee in the appropriate column.

4. To calculate the percent appointment, if less than 1.00, which stands for 100%, divide the months the employee works by the number of months considered to be the norm for full-time employment at your institution (or the number of hours per week an employee works by the number of hours per week considered to be the norm for full-time appointment at your institution). For example, if a full-time appointment at your institution is 12 months, a 9-month part-time appointment would be .75, i.e. 75%. If a full-time appointment at your institution is 40 hours per week, an appointment at 30 hours per week is also .75. To calculate the percent appointment for an employee that works 30 hours a week and only for 9 months, when the norm for full time employment is 40 hours a week and a 12 month appointment, multiply the percent appointment per week times the percent appointment per year, i.e. .75 x .75 = .56.

5. Percent appointment should be rounded to two decimal places; do NOT use whole numbers (e.g., enter .65, not 65 or 65%). All other numbers (e.g. salaries, years of experience) should be rounded to the **nearest whole number**.

6. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds **or from special funds such as research grants**. Please include all professionals involved in the provision of library services, including **contract-supported positions**.

7. The salary figures should be straight gross salary figures. **Do not include fringe benefits**.

8. Salary figures should be reported in digits only; do NOT use "$" or "," (e.g., 25470, not $25,470).

9. Explanatory footnotes to the reported figures may be provided, when necessary, at the end of Part I. Footnotes will be included in the published survey, where appropriate.

10. After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL does NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

11. The questionnaire should be returned to the ARL Office by August 31, 1994. If you are providing the individual data on the diskette, please return the diskette in the mailer, along with Part I of the survey **and a printout of the data file**. **Be sure to keep a complete copy of your return, including the diskette, for your files**.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with updated information for filled and temporarily vacant professional positions for the completed fiscal year 1993-94, as well as the current fiscal year, 1994-95. Please note that you do not need to report the salary figures for the previous year (1993-94) *unless* there has been substantial revision.

2. Please include the Beginning Professional Salary, Median Salary and Average Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank.

3. **Question 1**. The Beginning Professional Salary is the salary that **would** be paid to a **newly-hired professional librarian with MLS but without experience**, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library, even if it is your practice rarely to hire entry-level professionals without experience.

   a) Please consult the published survey for 1993. Was the reported figure for Beginning Professional Salary accurate for the fiscal year **1993-94**, or did a later adjustment in salaries increase it? If you have a revision to report, please supply the updated figure.

   b) Please report the **1994-95** Beginning Professional Salary to the best of your knowledge as it exists on July 1, 1994. Do not delay returning your survey in the expectation that more information will be available later; revisions can be reported next year.

4. **Question 2**. The Median Salary is the salary that has an equal number of salaries above and below it. For libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them. The salary of the library director should not be included in the determination of the median.

   Your library's Median Professional Salary for 1993-94 was calculated by ARL from the individual salaries you supplied on last year's questionnaire. If the **1993-94** salaries in your institution were substantially revised after that time (i.e., the median figure published last year by ARL does not adequately reflect the actual 1993-94 median salary in your library) please supply an updated figure.

5. **Question 3**. The Average Salary is calculated from the total of professional salaries in appropriate category, i.e. main library, law, medical.. If the **1993-94** salaries in your institution were substantially revised since last year's survey, please calculate and report a revised figure. Do not include the salary of the director when calculating the average.

6. The 1994-95 Average and Median Salary figures will be calculated by ARL from the individual data supplied.

7. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests salary information on all filled or temporarily vacant positions for fiscal year 1994-95. Information on sex, minority status, rank, years of experience, and percent of appointment for part-time employees is requested for filled positions. In addition, this year additional data are requested including year of birth, education, more detailed position codes, and years of experience in the reporting library. The survey requests information for individuals; aggregate data for each institution will be generated by computer.

2. Data for the general, law, and medical libraries may be reported on the enclosed microcomputer diskette; see #4 below for specific instructions.

3. Survey Form. If you are not able to submit the data on the diskette, please use the enclosed forms. Photocopy additional sheets if you cannot list all professional positions in the space provided. You may also use a print-out from a word-processing document with all columns correctly ordered and labeled.

   If you are reporting on paper forms only, list information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. Check the appropriate box at the top of the form to indicate when a sheet is only for Law or Medical library staff.

   The left-hand column labeled "Staff Member i.d." has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed to ensure anonymity of the data. Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. Diskette. The floppy diskette contains data input files for general, law, and medical library data in Lotus 1-2-3 or Microsoft Excel formats. They are labeled as follows:

	Lotus 1-2-3	Excel
General	ARL4xxxx.WKS	ARL4xxxx.XI
Law	LAW4xxxx.WKS	LAW4xxxx.XI
Medical	MED4xxxx.WKS	MED4xxxx.XI

   xxxx = Library identification number; see label on the enclosed diskette. The file names this year have a "4" preceding the four-digit library identification number, to distinguish them from, and prevent overwriting of, files you may have created in prior years.

   The files contain empty worksheets with columns labelled as follows:

   Name/ID# LibID Page Line Salary Job Sex OEOcat Yrsexp Rank Percent

   YrBirth JobAdd LibDeg OtherDeg YrsLib

   The first entry in the column labelled "LibID" is already filled in so there will be no question about the institutional identity of the diskettes as they are received. If the diskette has been damaged in any way, or if the number in the LibID column is not the same as the number printed on the return address label (on the diskette mailer), please call the ARL Office for instructions.

   Detailed instructions for inputting data in each format are enclosed. **Please do not alter any formats, page or line numbers; please do not submit data using word processing software** (use printed sheets instead).

   After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL does NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

5. **Salary**. Enter the individual salaries ***as they exist*** on July 1, 1994. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments. Salaries should be reported for all filled positions and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

Salary figures should be rounded off to the nearest whole dollar. Use digits only; do NOT use "$" or "," in reporting in figures (e.g., 25470, not $25,470).

DO NOT convert part-time salaries to their full-time equivalents. Report the actual part-time salary paid, and indicate the percent appointment in the Percent category.

6. **Position Code (Job).** The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature.

Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes. An asterisk indicates that there are additional subcodes to be entered for that position; see "Instructions for Additional Categories" below. DO NOT enter the asterisk as part of the code.

	DIRLIB	Director of Libraries (or equivalent title; refers to chief executive)
*	ASCDIR	Associate Director
*	ASTDIR	Assistant Director
	HDMED	Head, Medical Library (Human Medicine only)
	HDLAW	Head, Law Library
*	HDBR	Head, Other Branch Library (including Veterinary Medicine)
*	FSPEC	Functional Specialist
*	SSPEC	Subject Specialist
	HDACQ	Head, Acquisitions Department
*	HDCAT	Head, Catalog Department/Unit
	HDCIRC	Head, Circulation
	HDCOMP	Head, Library and Computer Systems
	HDDOC	Head, Documents Department
	HDMAP	Head, Map Room/Department
	HDRBM	Head, Rare Book/Manuscripts Department
	HDREF	Head, Reference Department
	HDSER	Head, Serials Department
*	HDOTH	Head, Other Department/Service/Agency
*	CAT	Catalogers, both general and specialized
*	REF	Reference librarians, both general and specialized
*	PUBS	Public Services, non-supervisory, except reference librarians
	TECH	Technical Services, non-supervisory, except catalogers
	ADMIN	Administrative and other units, non-supervisory position

If any individual has responsibilities described by more than one of the above categories, choose the category that is most typical of his/her general duties. Codes must be used exactly as they appear in the list above.

Associate or Assistant Director, and Head, Other Branch: Use these codes for all persons at these levels regardless of the area of specialty. If an assistant or associate director is also head of a department, choose the category that most reflects the general duties of the person currently in the position.

Specialists. These are of two kinds: Subject Specialists, who primarily build collections (but may also offer specialized reference and bibliographic services); and Functional Specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, preservation, etc. Specialists may not be, strictly speaking,

professional librarians (i.e., have the MLS). The "specialist" category would generally not be used for someone with significant supervisory responsibilities, who should instead be listed as a department head or assistant director (see also note under Assistant Department Head, below).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that handles all cataloging, or for the head of a specialized cataloging unit (e.g. copy cataloging or foreign languages). List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out analysis, programming, etc. should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: (a) head of a department that is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc; (b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; (c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries that split these two functions between two departments should report more than one professional with the position HDACQ.

[*Special note concerning Assistant Department Heads*. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." See additional subcodes below for Head, Cataloging, and Head, Other Department. However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.]

7. **Sex**. Indicate either M or F, for male and female, respectively, or V if the position is vacant.

   Please use only the letter indicated; do not spell out the word.

8. **Minority status code (OEOCat).** U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if vacant):

   1 Black
   2 Hispanic
   3 Asian or Pacific Islander
   4 American Indian or Native Alaskan
   5 Caucasian/Other

9. **Total years of professional experience (Yrsexp).** Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. Numbers should be rounded off to the nearest whole number.

10. **Rank.** Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

Do not use roman numeral rank levels. Convert your local ranking system if necessary.

Complete the column labeled "Rank Code" using the following codes:

0	A rank normally occupied solely by the library director and/or assistant and associate directors.
9	Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank.
1	Lowest level in the rank structure.
2	Next highest level in the rank structure.
3-8	Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors).

When counting the total number of rank levels, include ranks that may be unoccupied at the present time due to circumstances like unusually high turnover, hiring freezes, etc.

11. Percent. Change the 100% appointment to less than that **only** for part-time people. Enter percent with decimal points. For example, a 65% appointment would be entered as .65.

Please continue to enter data in additional categories as described on the following pages.

Instructions for Additional Categories

(Shown on printed forms as the last five columns)

1. Please complete as much of this section as possible, but do not hold up the reporting process if some of the data requested are not available. These are the same questions that were asked in 1990.

2. **Year of Birth (YrBirth).** For each individual, record the year of birth using only the last two digits of the birth year; e.g., if born in 1937, enter 37 in this column.

3. **Position Code Addenda (JobAdd).** Use this column to provide additional information only for the following position categories (corresponding to those marked with an asterisk in the list on page 4):

   a. **Associate and Assistant Directors** (ASCDIR and ASTDIR). For each category, indicate if the person has a defined area of responsibility using the codes below. Use the code that most closely reflects the general duties of the person in the position.

Administrative Services	ADM	Systems/Automation	SYS
Collection Development	CDV	Technical Services	TS
Public Services	PBS	Other or unspec.	OTH

   b. **Head, Other Branch Library** (HDBR). Use the codes below to indicate the subject area of the branch:

Science & Tech.	SCI	Undergraduate Library	UGL
Social/Behavioral Sci.	SBS	Other	OTH
Humanities/Fine Arts	HFA		

   c. **Functional Specialists** (FSPEC). Indicate any non-supervisory staff who are primarily responsible for the following activities using the codes below:

Acquisitions	ACQ	Serials	SER
Personnel	PER	Audiovisual/Media	AVM
Preservation	PRS	Interlibrary Loan	ILL
Staff Training	TRN	Archivist	ARC
Systems Anal./Program	SYS		

d. **Subject Specialists, Reference Librarians, Catalogers, and Public Services** (SSPEC, REF, CAT, PUBS). Use these codes to indicate non-supervisory main and/or branch library staff who specialize in one of the following subject areas (either a sub-field, or the entire area). Do not add codes for staff in these positions who have broader, other, or mixed subject responsibilities (e.g. more than one field specialty); but do include subject specialists who also have some (i.e. 50% or less) general or other assignments.

Science & Tech.	SCI	Humanities/Fine Arts	HFA
Social/Behavioral Sci.	SBS	Undergraduate Library	UGL

e. **Head, Cataloging Department/Unit** (HDCAT). Use the codes below to indicate whether the person is the head of the entire cataloging department for the library, or the head of a specialized unit. If the person is head of the whole department, repeat the same HDCAT code as in the earlier column.

Head, all cataloging	HDCAT	Head, foreign languages	HDF
Head, copy cataloging	HDC	Head, nonbook formats	HDN
Head, serials cat.	HDS	Head, other special cat.	HDO

f. **Head, Other Department/Service/Agency** (HDOTH). For heads of departments not given a separate category in the major list, please add one of the following codes:

Audio Visual/Media	AVM	Business/Personnel Office	BPO
Preservation	PRS	Other	OTH
Interlibrary Loan	ILL	Archivist	ARC

4. **Library degrees earned (LibDeg).** Use the following codes to indicate the highest academic degree earned in the field of librarianship:

0	None
1	Bachelor
2	Master
3	CAGS (6th yr. certificate)
4	Doctorate (Other than Ph.D.)
5	Ph.D.

5. **Other degrees earned (OtherDeg).** Use the following codes to indicate the highest degree earned in fields other than librarianship, including basic undergraduate education:

0	None
1	Bachelor
2	Master
3	Second Master (i.e. 2 subject fields)
4	CAGS (6th yr. certificate)
5	LLB/JD
6	Doctorate (Other than Ph.D.)
7	Ph.D.

6. **Years of professional experience at reporting institution (YrsLib).** Use this line to report the number of years of professional experience each librarian has had at your institution. This figure should not exceed the number reported as Total Years of Professional Experience on the main part of the form.

ASSOCIATION OF RESEARCH LIBRARIES

ARL SALARY SURVEY 1994
University Library Questionnaire

Part I: Summary Data

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____

Title _____ Phone number _____

		Main	Law	Medical
1.	**Beginning Professional Salary**			
a.	If 1993-94 salary reported last year has been revised, please report correct **1993-94** beginning professional salary:			
b.	Beginning professional salary for **1994-95**			
2.	**Median Professional Salary**			
	If salaries reported last year have been substantially revised, please report correct **1993-94 median** professional salary.			
3.	**Average Professional Salary**			
	If salaries reported last year have been substantially revised, please report correct **1993-94 average** professional salary.			

(**Note:** ARL will calculate the **1994-95 median and average** professional salaries for your library from the data you supply in Part II of this questionnaire.)

21 Dupont Circle
Washington, DC 20036
202 296 2296 telephone
202 872 0884 fax

4. **Footnotes** (Please compare with footnotes from surveys of previous years.)

a. Figures includes salaries for main campus only.

_____ Yes _____ No _____ We have only one campus.

b. Other libraries not included:

_____

_____

_____

_____

c. Indicate the number of levels in your institution's rank structure for professional librarians.

_____ 1 level (i.e., no differentiated levels)

_____ 2 levels

_____ 3 levels

_____ 4 levels

_____ 5 levels

_____ more than 5 levels (please specify the number of levels: _____)

In determining the number of levels within the professional librarian rank structure, do not count a rank normally occupied only by the library director and/or other top level staff such as associate and assistant directors.

d. Other comments:

_____

_____

_____

_____

_____

_____

Please return the Salary Survey questionnaire to the ARL Office by **August 31, 1994**.

ARL SALARY SURVEY 1994, University Library Survey, Part II: Individual Data

Reporting Library _____ Sheet Number _____

_____ Check here if this sheet is for Medical Library only
_____ Check here if this sheet is for Law Library only

Confidential Detach before mailing form to the ARL office Name/ID	Ln	Salary	Job	Sex	OEO cat	Yrs Exp	Rank	Percent	YrBirth	JobAdd	LibDeg	Other Deg	YrsLib
	1												
	2												
	3												
	4												
	5												
	6												
	7												
	8												
	9												
	10												
	11												
	12												
	13												
	14												
	15												
	16												
	17												
	18												
	19												
	20												
	21												
	22												
	23												
	24												
	25												

ARL SALARY SURVEY 1994
Nonuniversity Library Questionnaire

1. This survey is concerned with the salaries of professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, and including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.

2. Salaries should be reported for all filled and temporarily vacant positions. Vacant positions should be reported at the known salary level, or the salary level at which the position is most likely to be filled.

3. Report 1994-95 salaries ***as they exist*** on July 1, 1994. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

4. The Median Salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

5. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.

6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.

8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

9. The salary figures should be straight gross salary figures. Do not include fringe benefits.

10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

11. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

12. The questionnaire should be returned to the ARL Office by **August 31, 1994.**

ASSOCIATION OF RESEARCH LIBRARIES

ARL SALARY SURVEY 1994
Nonuniversity Library Questionnaire

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____

Title _____ Phone number _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1993-94 and 1994-95.

2. Median professional salary in fiscal year 1993-94. _____

3. Median professional salary for for fiscal year 1994-95. _____

4. Beginning professional salary in 1993-94. _____

5. Beginning professional salary for 1994-95. _____

6. Footnotes (Please compare with footnotes from surveys of previous years.)

   a. Law Library salaries are included.

   _____ Yes _____ No _____ We do not have a Law Library.

   b. Medical Library salaries are included.

   _____ Yes _____ No _____ We do not have a Medical Library.

   c. Branch libraries not included:

   _____ _____

   _____

7. Other comments:

   _____

   _____

Please return this form to the ARL Office by **August 31, 1994**.

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Indicate the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1993-94 and 1994-95.

Salary Range	Number of Positions 1993-94	1994-95
$150,00 or more		
140,000 - - - 149,999		
130,000 - - - 139,999		
120,000 - - - 129,999		
110,000 - - - 119,999		
100,000 - - - 109,999		
95,000 - - - 99,999		
90,000 - - - 94,999		
85,000 - - - 89,999		
80,000 - - - 84,999		
75,000 - - - 79,999		
70,000 - - - 74,999		
65,000 - - - 69,999		
60,000 - - - 64,999		
55,000 - - - 59,999		
50,000 - - - 54,999		
48,000 - - - 49,999		
46,000 - - - 47,999		
44,000 - - - 45,999		
42,000 - - - 43,999		
40,000 - - - 41,999		
38,000 - - - 39,999		
36,000 - - - 37,999		
34,000 - - - 35,999		
32,000 - - - 33,999		
30,000 - - - 31,999		
29,000 - - - 29,999		
28,000 - - - 28,999		
27,000 - - - 27,999		
26,000 - - - 26,999		
25,000 - - - 25,999		
24,000 - - - 24,999		
23,000 - - - 23,999		
22,000 - - - 22,999		
21,000 - - - 21,999		
20,000 - - - 20,999		
19,000 - - - 19,999		
18,000 - - - 18,999		
17,000 - - - 17,999		
16,999 or less		
Total Number of Positions		

Please return this form to the ARL Office by **August 31, 1994**.

FOOTNOTES TO THE 1994 ARL ANNUAL SALARY SURVEY

ARIZONA	Excludes the State Museum Library.
BROWN	Excludes the John Carter Brown Library.
CALIFORNIA, BERKELEY	Excludes special or institute libraries that are not administratively part of the Gerneral Library, such as the Giannini Foundation of Agricultural Economics Research, Goverrnmental Studies, Industrial Relations, International Studies, Transportation Engineering, Lawrence Hall, Donner Laboratory, Chicano Studies and other ethnic studies, Water Resources Archives, etc.
CINCINNATI	Includes Walters and Clermont Technical College Libraries.
CORNELL	Excludes Cornell Medical Library.
DELAWARE	Excludes Director's salary and salaries of staff of libraries not directly reporting to the Director of Libraries.
DUKE	Excludes Fuqua School of Business Library.
EMORY	Includes salaries for staff at the Oxford Campus. Rank structure in use in the General Libraries only. All salaries effective September 1, 1994.
FLORIDA STATE	Excludes Developmental Research School.
HARVARD	Includes all libraries on the Boston and Cambridge campuses, including the Schlesinger Library at Radcliffe College. Excludes Biblioteca Berernson in Florence, Italy; the Center for Helenic Studies and the Dumbarton Oaks libraries in Washington, DC. Beginning on July 1, 1994, the Harvard University Library adopted a new compensation system that includes all administrative and professional (exempt) employees in the University. Differences in reporting librarian statistics from previous years may have occurred in such areas as numbers of employees included and the number of salary grades. It should also be noted that "rank" is an indication of salary range, not necessarily of professional development levels.
HOUSTON	Salaries effective September 1, 1994.
ILLINOIS, URBANA	Table 4 includes revised Average and Median salaries for FY94 Last year's data were incorrect due to a technical problem in reporting.
INDIANA	Excludes Indiana University East, Fort Wayne, Kokomo, Northwest, Southeast and South Bend campus libraries. Aso excludes the Art, Columbus, Science and Engineering, and professional school libraries.
JOHNS HOPKINS	Excludes Applied Physics Laboratory; School of Advanced Studies in Bologna, Italy. The Milton S. Eisenhower Library's salaries based on 37 ½ hour/week; Medical and School of Hyg!ene based on 40 hour/week. For the Medical Library, these figures do not include the Genome Data Base nor the Welch Laboratory for Applied Bioinfomatics.
KANSAS	Excludes the School of Medicine in Wichita.

FOOTNOTES TO THE 1994 ARL ANNUAL SALARY SURVEY

KENTUCKY	Excludes Community College Libraries.
LAVAL	Positions indicated with a blank in the "rank" column (Part II) are not covered by the professional rank structure.
LIBRARY OF CONGRESS	In January 1994, Congress approved a 4.23% locality pay increase. That raise is reflected in these salaries.
McMASTER	All librarians were eligible for a merit increase effective July 1994 funded through a 1% merit budget. Salary ranges have not changed from those in effect for the 1992-93 salary year. The preceding provisions are part of Social Contract with librarians to restrain salary budget.
MICHIGAN	Excludes Business Adminsitration, Clements, Bentley and Gerald R. Ford Libraries. Salaries for Law Library effective September 1, 1994.
NEW MEXICO	Excludes Gallup Branch Campus Library, Los Alamos Branch Campus Library, Santa Fe Graduate Center Library, Taos Education Center, Valencia Branch Campus and Harwood Foundation. In 1994, UNM Medical Center Library changed its name to UNM Health Sciences Center Library. The Health Sciences Center Library, the Law School Library and the General Library are autonomous libraries within the University of New Mexico, administered and funded separately from one another.
NEW YORK PUBLIC	Excludes neighborhood branch libraries.
OHIO STATE	Includes salaries of librarians at four regional campuses, the Agricultural Technical Institute and the Ohio Agricultural Research and Development Center.
OKLAHOMA STATE	Included are branch libraries in Oklahoma City and Okmulgee.
PITTSBURGH	Excludes Law Library, Medicine Library and University of Pittsburgh Regional Campuses: Bradford, Greensburg, Johnstown, Titusville.
PRINCETON	Included is Forrestal Campus Library.
RUTGERS	Excludes Camdem and Newark Law Libraries, School of Management and Labor Relations and Center for Alcohol Studies.
SOUTHERN CALIFORNIA	Excludes Law, Dentristy and Medical Libraries.
SOUTHERN ILLINOIS	Excludes Ulysses S. Grant Association.
SMITHSONIAN	In January 1994, Congress approved a 4.23% locality pay increase. That raise is reflected in these salaries.
TULANE	Excludes Tulane Regional Primate Center.
WESTERN ONTARIO	Excludes Affiliated College Libraries.

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